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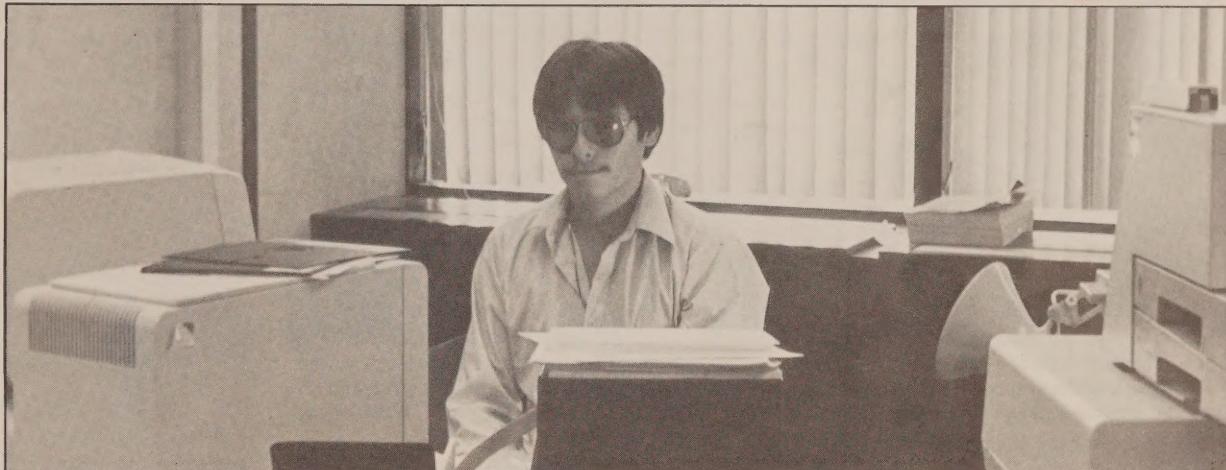
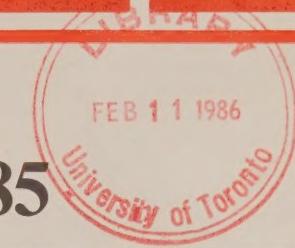
Employment & Immigration Canada

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IMAGES

RETROSPECT Native Internship Program '85



Computer Science student, Brian Nadjiwon, puts his skills to work for the Canada Employment and Immigration Commission, National Headquarters in Ottawa-Hull.

photography by Gregory Ing

Native Student Writes Computer Programs

Brian Nadjiwon was one of six Native Internship Program participants who worked this summer at the National Headquarters of the Canada Employment and Immigration Commission in Ottawa-Hull.

Hired as a Statistical Clerk, Brian spent the summer writing computer programs for the Employment Counselling Development Division. The Project Officer responsible for management of the computer systems for the division, Paul Jean Jr., found Brian's work to be very impressive and states that, "Brian has proven to be a good programmer and I hope that we are able to hire someone like him again next summer."

Contending that "technology is the way of the future," Brian became interested in computers in high school and is now going into his second year of the

Computer Science program at Carleton University. Having three more years left before completing his education, he has not yet decided what specific area of the computer field he plans to pursue but acknowledges that his work experience with the Native Internship Program has given him a clearer perception of his career options. "This is the most interesting job I have yet had. It has given me an idea of what goes on in a computer office and the opportunity to work on a very sophisticated computer system."

Brian appreciates the career oriented work experience that the Native Internship Program has provided him and hopes that he, and other Native students, can continue to benefit from the program as it progresses into the future.

From the Editor

After its ninth year of implementation the Native Internship Program prevails as an effective means of providing Native students across Canada with valuable summer work experience within the Canada Employment and Immigration Commission. Each year participating offices continue to develop innovative and constructive ways of benefitting from the summer services of Native students. Consequently Native students have made significant contributions to various aspects of the Commission's operations and returned to their respective educational pursuits with a great spirit of accomplishment.

With the objective of providing Native students with practical work experience and an opportunity to establish interest in a career with the Canada Employment and Immigration Commission or the Public Service in general, the Native Internship Program employed approximately 500 interns across Canada during the summer 1985.

Full-time Native students (i.e. status Indian, non-status Indian, Metis or Inuit), who plan to return to school the following year, are encouraged to direct applications to the nearest Canada Employment Centre, Canada Employment Centre for students

or on-campus Canada Employment Centre. To avoid disappointment, apply early.

Images 85 is the second annual newsletter of the Native Internship Program and was produced by Native students. The newsletter contains various articles about Native Internship Program participants across the country and illustrates particular examples of Native students who, through the program, have demonstrated their potential, proficiency and pride.

It is hoped that these pages will impress upon the reader the fact that Native youth are an assurgent force within the Canadian work force and our society as a whole.



Native Internship Program participants at Canada Employment and Immigration Commission National Headquarters in Ottawa-Hull. Left to right: Brian Pelletier (National NIP Coordinator), Pearl Leaf, Marlene Lamarche, Brian Nadjiwon, Debbie Shortt and Gregory Ing (missing: Laurie Ransom).
photography by Gregory Ing

Quotations from Interns

"Before my first summer employment term with the Native Internship Program my only employment experience had been waitressing. At first I was underconfident, then I realized that I was capable of handling a job with more responsibility . . . I have never gone back to waitressing since."

Susan Mason

- Assistant Project Officer for the "Challenge 85" summer student employment program in Whitehorse, Yukon.
- student of Psychology and Social Work at the University of Victoria.

"A lot of the Native unemployment problem is due to underconfidence. Myself, I was afraid to walk into a government office and ask for a job. Now that I have been given a chance to work, I feel more confident . . . The Native Internship Program opens doors that wouldn't otherwise seem to be open."

Dan Rogers

- Employment Support Clerk at the CEC for students, Chilliwack B.C.
- taking college preparatory program at Fraser Valley College.

"As a Youth Information Officer, assisting Native youth between the ages of 15 and 24 years old, I have had the opportunity to market employers and help out my clients. The Native Internship Program is essential and provides excellent opportunities for Native students across Canada."

Leonie Rivers

- Youth Information Officer for the specialized Youth Unit at CEC, Vancouver
- Law student at the University of British Columbia

"The Native Internship Program provides practical experience which is also a good addition to my resume."

"Mature students make a great sacrifice and take on a great challenge re-developing study habits. The Native Internship Program is one of the few programs which helps with this adjustment."

Peter McGregor

- General Office Clerk, CEC, Halifax
- student of Market and Personnel Management at St. Vincent University.

"I enjoy my job with the Native Internship Program because I am working for my people."

Stephne Bacon

- Native Employment Researcher, CEIC, Montreal
- student of History at the University of Quebec in Montreal.

"The Native Internship Program helps give Native students a perspective of what it will be like in the workforce. A useful job also has the effect of giving you a sense of purpose."

"Poor content and inadequate teachers in Native educational programs get many of us off on the wrong track. Many Native people are not inspired to attain higher levels of education. The Native Internship Program helps to alleviate such problems."

Laura Urion

- Assistant Recruitment and Selection Officer, CEIC, Edmonton
- student of Anthropology and Linguistics at the University of Alberta.

"My employment at this office has shown me how important job experience and education are and confirmed my determination to continue school."

Elizabeth Bent

- Employment Counselling Assistant at the CEC in Kelowna, B.C.
- student of Social Sciences at Okanagan College.

Native Students Patrol Our Borders

Carol Moraes and Norman Evans are two mature students who were hired through the Native Internship Program as Examination Officers for the Canada Immigration Centre in Victoria, British Columbia. Their duty was to monitor the flow of people requesting entry into the country at the various ports of entry in Victoria. This was done by checking documents and records as well as conducting interviews to ensure that the criteria established in the Canada Immigration Act were met. Before being given the responsibility of these important duties Carol and Norman went through a week of intensive training which included various examination and interviewing techniques as well as a comprehensive study of the Immigration Act and its various applications.

Norman found the work experience "a unique opportunity to work with people and directly apply the law (i.e. the Immigration Act) while still completing studies in the field." A second year law student, Norman is an inspiration to all who are reluctant to return to school after a long break. Having dropped out of school in grade 10 he decided, 20 years later, to enter an educational upgrading program at David Thompson University in Nelson, British Columbia. Norman's outstanding performance upon returning to school earned him a scholarship from the Department of Justice and a place in the Law program at the University of Victoria, where he now studies.

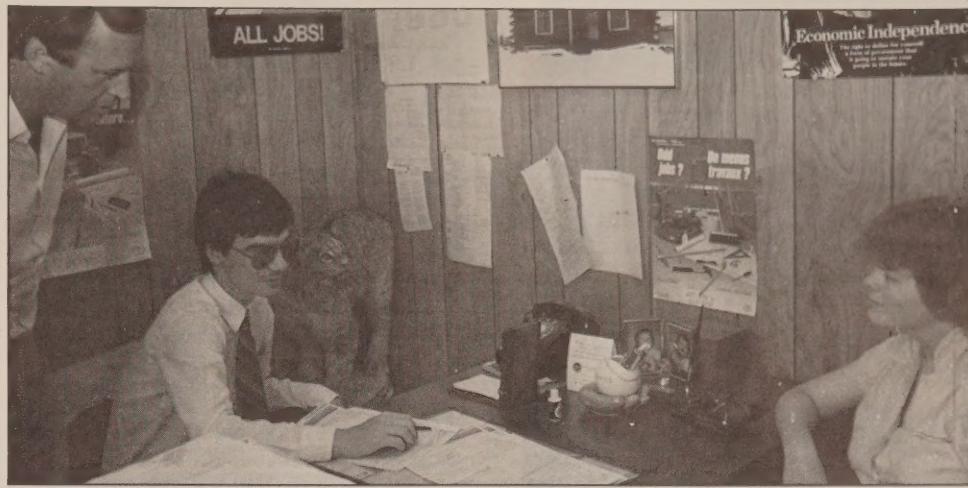
This fall Carole Moraes continues to study Criminology at Kawantlan College. She professes to having loved her job with the Canada Immigration Centre and sees it as a valuable work experience which coincides with her area of study. The experience as an Examination Officer has also interested her in the possibility of a career in Immigration.

"I would like to eventually get a permanent job with a Canada Immigration Centre because I see too few Natives working in this area. As the original people we should start taking more responsibility for who comes into our land."

According to Crawford McLean, Area Manager for the Canada Immigration Centre in Victoria, "Norman and Carol are good workers and have been a great asset to our operations. We need the extra help during the summer due to an increased volume of ferries and planes coming in at this time of year."

Carol and Norman also found their jobs to be a very beneficial experience and are happy to have been among those participating in the Native Internship Program this year.

NIP Extends Employment Services in Newfoundland



John Flood (Youth and Native Employment Coordinator for Newfoundland) watches Nelsen White at work in the Federation of Newfoundland Indians Band Office in Flat Bay.

photography by Ivan White

This summer Nelsen White was hired under the Native Internship Program to function as a Student Placement Officer for a unique operation based out of Flat Bay, Newfoundland. He was oriented at the Canada Employment Centre for Students in Stephenville for one week prior to setting up an "extension service" in the Federation of Newfoundland Indians Band Office, which kindly provided the office space for the project.

The intention of this venture was to implement a temporary employment service in the Western Bay/St. George area to cater primarily to Native students who otherwise might not avail themselves of Canada Employment Centre services due to the remoteness of the closest office in Stephenville. According to Phil Godon, Director of Native Employment at National Headquarters in Ottawa-Hull, "this is a way of extending services to an outlying area, an innovative use of Native Internship Program resources, and a challenging job for a Native student."

Under the supervision of the Office Manager at the Canada Employment Centre in Stephenville and with the help of the Native Outreach worker in Flat Bay, Nelsen endeavored to provide the area with an employment service. This was achieved by travelling to outlying areas to solicit employers, preparing newspaper and radio adds to promote student employment, making job referrals and providing employment counselling to his student clients.

Although Nelsen was not able to get jobs for as many clients as he had hoped, he found the project a "good experience" and was able to find summer employment for some fellow Native students.

Studying at the Nova Scotia College of Art in Halifax, Nelsen is glad that the Native Internship Program has provided him with meaningful work experience and helped him support himself during the summer.

Nelsen White was one of 15 who participated in the Native Internship Program in Newfoundland this summer.



Left to Right: dockworker, Norman Evans and Carol Moraes wait for "jet-foil" to dock in Victoria.

The Native Internship Program

Applicants must be Native (i.e. status Indian, non-status Indian, Inuit or Metis), registered as a full-time student at a secondary, post-secondary or vocational educational institution, and intending to return to school the following year.

Applications & Inquiries should be directed to the nearest Canada Employment Centre, Canada Employment Centre for Students or on-campus Canada Employment Centre.

APPLY EARLY

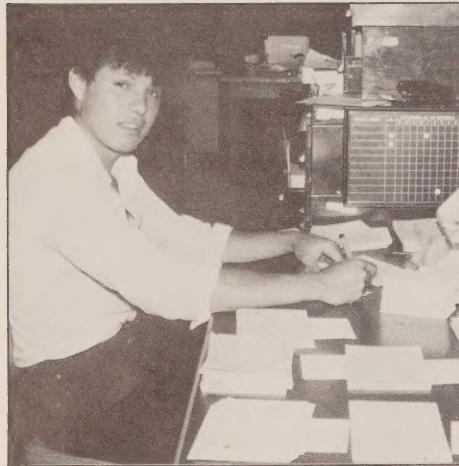
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NIP HELPS WITH CAREER CHOICE

Thanks to his work with Canada Employment and Immigration, Danny Sark is developing a clearer idea of the career choice he will eventually make.

The 19 year old Business Administration student from Rocky Point near Charlottetown, P.E.I., worked for the Charlottetown Canada Employment Centre for Students as a General Office Clerk this summer.

"I love the work here," said Danny. "I'm working with people my own age, and helping them get jobs."



Danny Sark helps out fellow students at the Canada Employment Centre for students in Charlottetown.

photography Ruth Edgett

Danny's main duty was coding files and rearranging the filing system to improve accessibility. The previous summer he worked as a Claims Preparation Clerk at Charlottetown's main Canada Employment Centre.

"This work is helpful to me because I hope to get into some type of management some day, and I am gaining experience in working with people," said Danny.

The Native Internship Program has also helped him gain valuable work experience and Danny acknowledges that he will need the experience when he begins looking for permanent work after graduating from university.

A second year student at the University of Prince Edward Island, Danny has not yet decided which area of business he plans to pursue, but his summer jobs in the two Canada Employment Centres are helping him focus in on his choices.

Danny is one of six NIP students working in Canada Employment Centres across Prince Edward Island.

Written by Ruth Edgett

Yellowknife Student Participates in NIP Before Heading South

Having participated in the Native Internship Program this summer, Alister Casaway's initial reaction was one of surprise, "I really didn't expect to get such an interesting job — I thought that Native people were usually hired to do gopher jobs." Alister was a Reception Enquiry Clerk at the Canada Employment Centre in Yellowknife, North West Territories, where his duties included answering telephone enquiries, directing job orders, and looking after unemployment insurance enquiries on a computer.

Alister has spent all of his 17 years in Yellowknife with the exception of periodical trapping expeditions. Last year he spent 6 months in Fort Resolution, N.W.T., trapping with his father. "If things don't work out for me in the city I know I will always have the trapping life style to fall back on. It's a part of my culture which I will never lose."

Although Alister is also dedicated to obtaining a good education he was forced to temporarily quit school in grade 11 due to family commitment, "My mother became very sick and I was the only one who could look after her and my younger brother and sister, because my father had gone trapping." Showing great initiative, Alister quickly made up for his lost time in school by enrolling in an upgrading program and finally receiving a high school diploma. This fall Alister leaves the North West Territories and his family for the first time to attend The University of British Columbia, where he will take a combined program of Physical Education and Fine Art.

Alister hopes to return to Yellowknife next summer and obtain another job through the Native Internship Program. He



Alister Casaway takes time out to share a smile at the Canada Employment Centre in Yellowknife.

photography by Linda Loutit

found his work at the Canada Employment Centre in Yellowknife very rewarding as it gave him an opportunity to help other people; an experience which has heightened his interest in eventually seeking permanent employment with the Public Service. Alister claims, "It is much more difficult for Native people to get an education and a good job but if that's what it takes to be able to help others, I'll just have to do it."

NIP Provides First Employment Opportunity

This summer the Native Internship Program introduced Jeff Lowe to his first work experience. Prior to his appointment as General Support Clerk at the Canada Employment Centre in Bridgewater, Nova Scotia, the sixteen year old high school student had never had a job. Going into it "with no idea of what to expect," he was pleasantly surprised and found his work to be both "interesting and rewarding." Jeff's duties included filing and retrieving unemployment insurance information on a computer.

Starting grade eleven at Liverpool High School this fall, the 16 year old hopes that he will be able to participate in the Native Internship Program again in the future.

"I like the Native Internship Program because it gave me an interesting job when

I had no experience."

Jim Brown, Office Manager at the Canada Employment Centre in Bridgewater, found Jeff to be a "mature young man who handles himself well" and was impressed by his ability to deal with people in a "business-like manner."

Jennifer Lowe, Jeff's cousin, who just finished high school, also worked in the same office as a General Support Clerk Typist. According to Jeff, "sometimes it was nice to have someone close to my own age around."

Jeff and Jennifer Lowe were two of three Native Internship Program participants hired by the Canada Employment Centre in Bridgewater. Thirty-five Native students were hired through the program in Nova Scotia this summer.

Student Helps Provide Employment Service

Barry Renaud participated in the Native Internship Program for the first time in the summer of 84, when he worked as a Reception and Enquiry Clerk at the Canada Employment Centre in Lynn Lake, Manitoba. The work experience introduced Barry to Canada Employment Centre operations and procedures and this, along with his convincing on the job performance, enabled him to take on a position with considerably more responsibility the following year.

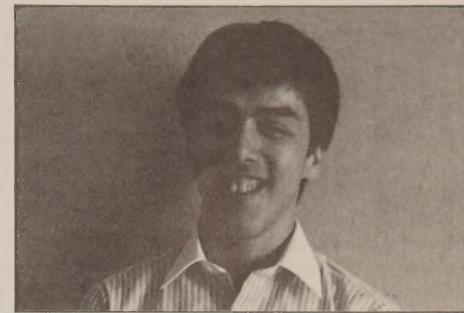
This summer Barry helped provide an extension employment service to the people of Leaf Rapids; a mining community of 1,750 in northern Manitoba. This was accomplished by taking employment registrations, accommodating job requests and referrals, and assisting clients in obtaining unemployment insurance benefits.

In Barry's own words, "Many clients came into my office unemployed and it was my duty to assist them. I get a lot of personal satisfaction out of giving people a brighter outlook on life."

Working out of the Leaf Rapids Town Centre, Barry conferred regularly with local employers to promote CEC services. Towards the end of the summer he also conducted a survey to assess the local employment situation.

Having lived in small towns for most of his childhood, Barry found the atmosphere in Leaf Rapids and Lynn Lake very compatible, "I enjoy the life style and dealing with the people here . . . In comparison, it makes the city seem far too impersonal."

Nonetheless, he returns to Winnipeg in the fall to commence his third year studying Psychology at the University of



Manitoba. Barry's experience with the NIP also has him considering a career with the Public Service, possibly in a small town.

"The Native Internship Program has increased my employment opportunities and provided me with two things that are of great value to any student: practical experience and money."

NIP Workshop



Participants and organizers exchange ideas at the Native Internship Program Workshop in Toronto.
photography by Gregory Ing

"Native students as emerging human resources with direction" was the theme of a two-day workshop for Saskatchewan Region's Native Internship Program participants. Forty students attended the session which was held in Regina on June 18 and 19, 1985.

The students distinguished themselves as being articulate, attentive and participative in voicing their concerns, problems and viewpoints on the Native Internship Program. As a group, they made several recommendations which warrant consideration not only by Saskatchewan Region but also by other regions.

Job rotation, within operational requirements, was suggested by the students as a means of exposing interns to a greater diversity of office procedures and thus increasing employment adaptability. An orientation training package was also recommended for new interns to give them a clearer understanding of job expectations and where they fit in with their respective offices. Among many of the other recommendations made at the workshop was that each participating office designate a Native

staff member who would be available for the counselling and support of the interns.

According to Dan-Paul Bork, NIP coordinator for Saskatchewan and organizer of the workshop, "The stated recommendations indicate that we have some very responsible, insightful, and diligent Native students in the program."

The feedback from the Saskatchewan workshop was typical of the suggestions from similar workshops held in Manitoba, Ontario, New Brunswick and Nova Scotia this summer. Although the focus of each workshop varied, the fundamental objectives of all the sessions were to provide the Native interns with an opportunity to meet one another, engage in a constructive symposium on the Native Internship Program, become further oriented towards the operations of the Canada Employment and Immigration Commission and the Public Service, and receive advice on cross-cultural communication and career planning.

Workshops such as these are becoming an important activity for all involved with the Native Internship Program.

On the Road

Jackie Sock spent this summer on the road visiting various Canada Employment Centres in New Brunswick. She was hired under the Native Internship Program to conduct a unique project for the Women's Employment Directorate in her province.

Jackie's primary task was to establish a concise list of resource persons to act as direct links between Native women in the various communities and their respective Canada Employment Centres. This was achieved by conferring with the Office Manager at each Canada Employment Centre and local Native organizations in the communities to find appropriate persons who were willing and able to act as an information link between the women and the Canada Employment Centres. By filling this communication gap, which previously existed in many areas, Jackie's work opened up channels for dialogue between Native women and the Canada Employment Centre which serves them.

According to Dianne Power, The Women's Employment Coordinator for New Brunswick, "This will have the effect of providing us with a mechanism to keep better informed about the needs and concerns of Native women in specific communities and also to better inform the women about our services, which are available to them."

Professing to be a "feminist preoccupied with Native women's issues", Jackie Sock's summer job was an ideal experience for her. She acknowledges that it will also be a great asset to her resume as she eventually hopes to find a permanent job in which she can help improve the conditions of Native people and women. In pursuit of that ambition Jackie continues to study Social Work at St. Thomas University this fall.

"I am thankful that the Native Internship Program has provided me with a summer job which fulfills a personal commitment."

NIP Monitors International Youth Year

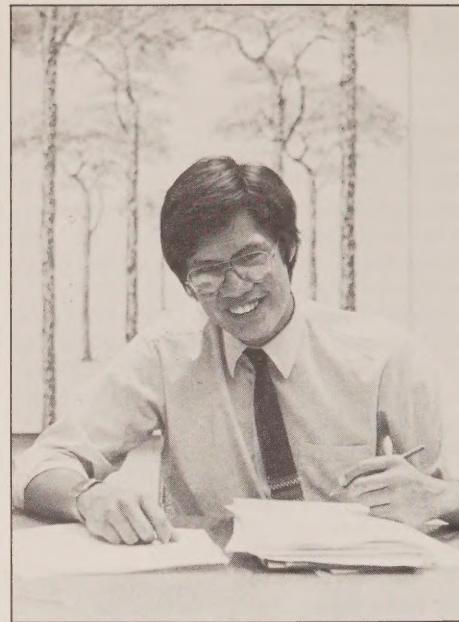
Working against an ominous deadline is a recurring event for Native Internship Program participant John Stevens.

This summer the 20 year old journalism student felt "at home" in his position as International Youth Year Information Officer at the Ontario Regional Office in Toronto. Working with telephone, typewriter, pen and notepaper, John endeavored to monitor all International Youth Year activities within the Canada Employment and Immigration Commission for the Ontario region. He also wrote and arranged the publishing and distribution of a monthly bulletin "Youth Focus"; a newsletter which was circulated to more than 400 offices.

John found this position even more challenging and diverse than his work the previous summer as a Student Placement Officer.

"My position this year gave me a lot of exposure to senior management. In my field (journalism) experience is very beneficial; there are no school courses that would give me this insight."

One of John's more memorable functions was making a speech at an Interna-



With pen in hand, John Stevens monitors International Youth Year activities in Ontario. "Clout; don't leave home without it."

photography by Gregory Ing

tional Youth Year tree planting ceremony, which turned to havoc when several school children started to dance around him. "I became phased, lost my cool, lost my place in my speech and forgot the name of the mayor (who was present at the ceremony)".

Although John's work experience has interested him in the possibility of a career with the Public Service his primary concerns are to finish his education and to resume his position as President of the Native Student's Association at Humber College, where he currently studies.

Dedicated to alleviating the difficulties incurred by Native students, John acknowledges that the Native Internship Program is very effective in this capacity.

"There are many obstacles which Native students must overcome but I believe that, given an opportunity, anyone can achieve their goals if they have the determination. I would have never had an opportunity like this without the Native Internship Program. It gave me hope when I thought the future held nothing but broken promises".

Written by John Ablin

Student Coordinates NIP

For the past 2 summers the position of Native Internship Program Coordinator for the Alberta/Northwest Territories region has been held by Cheryl Arcand; a NIP participant herself.

Working out of the Regional Office in Edmonton, Cheryl coordinated 50 placements for Native students within the Employment and Immigration Commission this summer. As Coordinator her duties included sitting on selection boards, controlling NIP resources, writing student profiles, preparing an annual "NIP wrap-up report", and generally monitoring the program throughout the summer.

As Cheryl does most of the administrative work herself she alleviates the work load of Alison Cumminger, the Affirmative Action Officer who is responsible for the Native Internship Program in Alberta/N.W.T. Expressing sentiments similar to most regions who hired a Native Internship Program participant as Coordinator, Alison states, "Because Cheryl is a Native student herself, the other NIP participants feel more comfortable expressing their concerns to her. She is also better able to understand their concerns and relate them to us."

After her second term as Coordinator Cheryl claims, "The Native Internship Program has provided me with valuable experience, it has eliminated several misconceptions I had about government operations."

Student Conducts Market Studies

Tracey Morris has participated in the Native Internship Program in Quebec for the past 2 years. Being a student of Economics at the University of Concordia, Tracey was hired in the summer of 1984 to conduct a market study on the Native student summer employment situation for the Canada Employment Centre in Chateau Guay; a town near the Kahnawake reserve where she is from. After a summer of extensive research Tracey produced a 50 page report, the quality of which prompted the office to hire her again the following year.

This summer Tracey conducted another market study, this time dealing with the effectiveness of the Canada Employment Centre's adult education training programs for the people of Kahnawake. In order to achieve this she interviewed individuals who had been through the programs and liaised with local businesses and employers. Based on her research Tracey made several recommendations which she contends would make the programs more beneficial to the adults of Kahnawake.

Laura Norton, Native Employment Counsellor for the Canada Employment Centre in Chateau Guay, found both of the market studies "very professional and impressive", and says that Tracey was an ideal candidate for the research projects. "It was a great advantage finding Tracey who — being a member of the community — was able to get the necessary cooperation and trust". Laura also commends the Native Internship Program for helping to

provide her office with this valuable information.

High regards for the NIP are also held by Tracey Morris herself. "The Native Internship Program has given me a chance to apply the knowledge I acquired in school and the understanding that I have of my own community".

As Tracey plans to work towards improving the conditions of Native people when she finishes her education, it seems that the Native Internship program has already given her a start in this direction.

Images, a newsletter of the Native Internship Program 1985

Credits

Editor : Gregory Ing

Layout : Ken Whitfield and Gregory Ing

Unless otherwise indicated, articles written by Gregory Ing.

Images was produced during the summer of 1985 at the Native Employment Directorate, National Headquarters of the Canada Employment and Immigration Commission in Ottawa-Hull.

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Redacteur en chef : Gregory Ling Mise en page : Ken Whittle et stagiaires autochtones 1985

A moins d'indication contraire, tous les articles ont été rédigés par Gregory Ling

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Chéryl, effectuant la plus grande partie du travail administratif, soulage ainsi Mme Cumming, agente d'action positive du programme des stagiaires autochtones dans la région de Québec. Du fait que Chéryl est elle-même une étudiante autochtone, les autres partenaires du programme lui sont aussi plus faciles à faire part. Ces étudiantes en science politique agissent de 21 ans sur la réserve Alexander, près de la ville de L'Alberterie. Elle se présente à l'Université d'Edmonton, et fait ses études à l'Université de l'Alberta. Chéryl Arcand a fait partie des six étudiants autochtones qui ont été admis au programme comme coordonnateurs du Projet Chevalier, effectuant la plus grande partie du travail administratif, soulage ainsi Mme Cumming, agente d'action positive du programme des stagiaires autochtones dans la région de Québec.

Photo : Gregory Ling



Un participant au Programme des stagiaires autochtones collabore

"Je suis reconnaissante au Programme des stagiaires autochtones pour m'avoir procuré un emploi dûment permis de faire ce qu'il me tient à cœur."

Pour Jackie Sock, qui se dépêtrait comme une "femelle préoccupée par les problèmes des femmes autochtones", cet emploi déte a constitué une expérience idéale. Elle reconnait aussi qu'il constitue un élément valable pour son curriculum vitae car elle espère trouver un emploi permanent qui permettant d'aider à améliorer la situation des autochtones, en particulier celle des femmes. C'est ainsi que cet automne ses études en service social à l'Université de l'Alberta lui ont permis de faire partie d'un groupe de recherche sur la condition des autochtones dans la province.

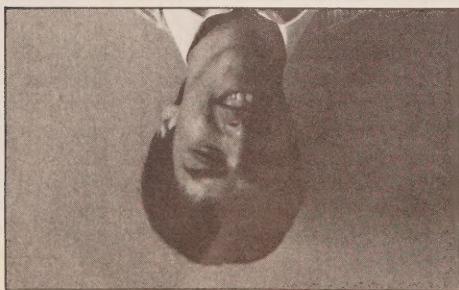
La première tâche de Jackie consistait à desser une courte liste des personnes sources pouvant servir de lien direct entre les femmes autochtones des différentes collectivités et leur Centre d'Emploi du Canada respectif. Pour ce faire, elle a consulté le directeur de chaque Centre d'Emploi du Canada ainsi que les organisations autochtones locales en vue de trou- ver des personnes locales en mesure de servir de lien entre les femmes capables de personnaliser la fois désirées et les Centres d'Emploi du Canada. En mettant fin aux problèmes de communication entre les femmes autochtones et les Centres d'Emploi du Canada, Jackie a ouvert la voie au dialogue nombreux domaines, le travail accompli par Jackie a permis d'ouvrir la voie au dialogue entre les femmes autochtones et leur offre de services.

D'accès à une vie sociale et culturelle pour tous. L'objectif est de favoriser l'intégration des personnes en situation de handicap dans la société. Les services proposés sont variés, allant de l'aide à la personne à l'accompagnement social et culturel.

Sur le chemin des réformes

grâce au Programme des stagiaires autoch-
tones le Pousse également à envisager une
carrière au sein de la Fonction publique,
ou peut-être dans une petite ville.

„Le Programme des stagiaires autochto-
nes a augmenté mes chances de trouver un
emploi à l'avenir et m'a procuré deux choses qui sont
de précieuses pour un étudiant : l'expérience
d'Argente.“



Dès ateliers de ce genre sont en voie de devenir une activité importante pour tous ceux qui s'occupent du programme des stages autrichiens.

Les réunions des participants à l'atelier de la Saskatchewan sont voici les détails de la réunion qui ont eu lieu cet été au Manitoba. Les positions formulées lors d'ateliers semblent être les mêmes que celles énoncées dans le rapport final du Comité consultatif sur les communautés autochtones. Ces dernières vues sur le programme, de mieux connaitre le fonctionnement de la Commission de l'éducation et de l'emploi et de l'imigration du Canada et de celui de la Fonction publique, et de recevoir des conseils au sujet de la communication entre cultures différentes et de la planification de carrière.

Parmi les nombreuses autres mesures sug-
gérées à l'atelier, figurent celle consistant,
pour chaque bureau participant au Pro-
gramme, à désigner un employé autoch-
tique pour conseiller et soutenir les

Les étudiants ont suggéré la rotation des tâches, comme moyen de faire des expériences du service civique, compte tenu des exigences du service militaire, comme moyen de faire découvrir aux stagiaires une plus grande variété de méthodes de travail dans un bureau et de les ren- dre ainsi aptes à occuper davantage d'emplois. Il a également été proposé de munir les nouveaux stagiaires d'un dossier d'initiation leur permettant de mieux com- pléter leur rôle dans leurs bureaux respectifs.

Les étudiants ont su faire preuve de clarté, d'attention et de bonne volonté pour formuler leurs questions, leurs problèmes et leur point de vue sur le programme des stagiaires autochtones. En groupe, ils ont été très examinées non seulement par la totalité des participants qui méritent d'être applaudis.

Les étudiants autocithones : une ressource dynamique, tel était le thème d'un atelier réunissant pour deux jours les participants au Programme des stagiaires autocithones de la région de la Saskatchewan. Quarante étudiants assistaient à cette réunion tenue à Regina les 18 et 19 juin 1981.

Photo : Gregory Ling

Participants et organisateurs échangent des idées lors de l'atelier sur le Programme des stagiaires



Atelier des stagiaires autochtones

Quoiqu'il en soit, il retourne cet automne à Winnipeg où il commence sa troisième année d'études en psychologie à l'Université du Manitoba. L'expérience acquise

Ayant passé la plus grande partie de son enfance dans de petites villes, Barry apprécie l'atmosphère de Leaf Rapids, et de Lynn Lake. „J'aime le genre de vie et les rapports humains qu'on a ici . . . Par comparison, je trouve que la ville semble bien trop impersonnelle.“

Le magasin : entraînement dans mon bureau et détails chargé de les aider. C'est pour moi une grande satisfaction de donner aux gens une conception plus optimiste de la vie". Travailleur au centre-ville de Leaf Rapids, Barry rencontrait régulièrement les employeurs locaux en vue de promouvoir ses services du CEC. Vers la fin de l'été, il a aussi effectué une enquête sur la situation locale de l'emploi.

Cette, Barry a aidé à étendre les services d'emploi aux résidents de Leaf Rapids, localité minière de 1,750 habitants du nord du Manitoba. Il s'agissait de prendre les inscriptions concernant l'emploi, de s'occuper des demandes d'emploi et des présenta-tions, et d'aider les clients à obtenir des prestations d'assurance-chômage.

Barry Renaud a participé pour la première fois au programme des stagiaires autochtones durant l'été 1984, occupant un emploi de recéptionniste et préposée aux renseignements au Centre d'Emploi du Canada de Lynn Lake (Manitoba). Ce travail lui a fait découvrir les opérations et les procédures du bureau et cette expérience, jointe à la bonne impression qu'il avait pro- duit, lui a permis l'année suivante d'obtenir un poste important dans le secteur public.

Un étudiant aide à offrir des services d'emploi

VOUS INSCRIRE
LE MEMENT VENU, NE TARDZ PAS A

les étudiants du Centre d'Emploi du Canada pour venir être adressées au Centre d'Emploi du Canada pour les demandes d'inscription de même

à la campagne le plus près.

Centre d'Emploi du Canada pour les zones éloignées pour solliciter les

étudiants du Centre d'Emploi du Canada pour les zones la région. Pour cela, il suffit dans la région programme Extension à Flat Bay, Nelson

avec l'aide de l'agent autochtone chargé du

service d'Emploi du Canada de Stephenville et

Sous la surveillance du directeur du Cen-

tre d'Emploi du Canada de l'Institut des études

secondaire, postsecondaire ou professionnelle

dans un établissement d'enseignement

ou Métis), étudiants à plein temps inscrits

(c.-à-d. indien inscrit, indien non inscrit, Inuit

et autochtones) de reprendre leurs études

à la prochaine rentrée scolaire.

Les candidats doivent être des autochtones

et avoir l'intention de reprendre leurs études

à la prochaine rentrée scolaire.

Nelson White offre également des services

autochtones lui ait permis d'acquérir une

expérience intéressante et l'a aidé à sub-

venir à ses propres besoins durant l'été.

Expériences intéressantes qui, sans cela,

l'étudiant au collège des Arts de la

Nouvelle-Ecosse à Halifax, Nelson se

réjouit que le Programme des stagiaires

autochtones lui ait permis de réussir à pro-

Bien que celle-ci n'ait pas réussi à pro-

céder à des présentations en vue d'un

emploi et à offrir à ses clients étudiants des

services de conseillement d'emploi.

John Flood (coordonnateur d'emploi des jeunes et des autochtones de Terre-Neuve, à Flat Bay)

ce dernier travaille au bureau de la Fédération de l'industrie de Terre-Neuve, à Flat Bay.

Cet été, Nelson White a été embauché en

verso du Programme des stagiaires autoch-

tones pour remplir les fonctions d'agent de

placement des étudiants dans un projet

exécutif au travail pour cadre Flat Bay

et l'agence de placement des stagiaires autoch-

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Le programme des stagiaires autochtones de l'Université Simon Fraser offre à ses étudiants autochtones la possibilité d'obtenir une formation universitaire en droit à l'Université de Colombie-Britannique. Ces étudiants peuvent également suivre un programme de formation en ligne à l'Université de l'Alberta. Le programme est destiné aux étudiants autochtones qui souhaitent étudier à l'étranger et qui ont obtenu une bourse d'études internationale.

Le second bulletin annuel du Pro-
gramme des stagiaires autochtones, lma-
ges 85, a été préparé par des étudiants
sur les participants à l'ensemble des variés
autochtones. Il contient des articles sur
tut les participants de l'ensemble des pays,
qui il fournit des exemples précis d'étudiants
de leur compétence, et d'en être fiers.

Nous espérons que ces pages convain-
croit le lecteur du fait que les jeunes
autochtones constituent une force mon-
ante, tant dans la population active que
dans la société canadienne en général.

Note de la Redaction

- J'aime l'emploi que j'occupe dans le cadre du programme des stagiaires autochtones parce qu'il me permet de travailler pour les miens..
- Stephen Bacon
- Agent de recherche, Emploi des autochtones, CÉJC, Montréal.
- Étudiant en histoire à l'Université du Québec à Montréal.

L'opinion des stagiaires



Photo: Gregory Ling

..Avant mon premier emploi d'être dans le cadre du programme des stagiaires autochtones, je n'avais travaillé que comme serveuse. Pour commencer, je me manquais de confiance en moi, puis j'ai compris que j'étais capable de faire un travail compétent et d'avantage de responsabilités . . . Depuis, je n'ai jamais repris d'emploi de serveuse. Susan Mason

- Agente de projet adjointe du Projet gramme d'emploi Yukon.

- gramme d'emploi à Whitehorse, Yukon.

- Etudiante en psychologie et en service social à l'Université de Victoria.

- Le fait de travailler dans ce bureau m'a fait comprendre l'importance de l'expérience professionnelle et de la scolarité, et a renforcé ma détermination à poursuivre mes études..

- Elizabeth Bent

- Conseillère en emploi au CEC de Kelowna, C.-B.

- Etudiante en sciences sociales au collège d'OKanagan.

Le Programme des stagiaires autochtones, qui existe depuis 2 ans, a fait la preuve de son efficacité à offrir aux étudiants autochtones de l'ensemble du pays une expérience intéressante de travail dû à un programme de formation en alternance qui mêle théorie et pratique. Les bureaux par-ticipant à ce programme continuent à mettre au point chaque année des méthodes nouvelles et constructives leur permettant de bénéficier durablement des services d'étu-dians autochtones. Ces dernières ont con-tribué de manière appréciable à différents aspects des opérations de la Commission, puis sont revenues à leurs études respectives en ayant le sentiment d'avoir accès à une grande variété de stages dans diverses entreprises de la sphère publique qui leur ont permis de développer leurs compétences et leur confiance en elles-mêmes.

à profiter du programme dans les années à venir. même que d'autres étudiants autochtones, continuer des stagiaires autochtones et espérer qu'il pourra, de la carrière que lui a permis d'acquérir le Programme des stagiaires autochtones et expérience de travail axée sur

complexe."

de travailler sur un système informatique très dans un service informatique m'a donné l'occasion de découvrir en quoi consiste le travail dans un programme de développement de logiciels. Il m'a permis d'acquérir une meilleure idée des carrières possibles. "C'est le travail le plus intéressant que j'ai jamais fait. Il programme des stagiaires autochtones lui a donné une meilleure idée de l'expérience acquise dans le cadre du programme. Ayant encore trois années d'études à faire, il n'a pas encore décidé dans quel domaine à versité Carlleton. Brian Nadjiwon, étudiant en sciences de l'information à l'Uni-

secondaire et entreprend maintenant sa deuxième a commencé à s'intéresser aux ordinateurs à l'école Brian, qui affirme que "l'avenir est à la technologie", cher quelques un comme lui. "Le programme embauche quelqu'un comme lui. Je suis sûr que nous pourrons être très heureux avec Brian."

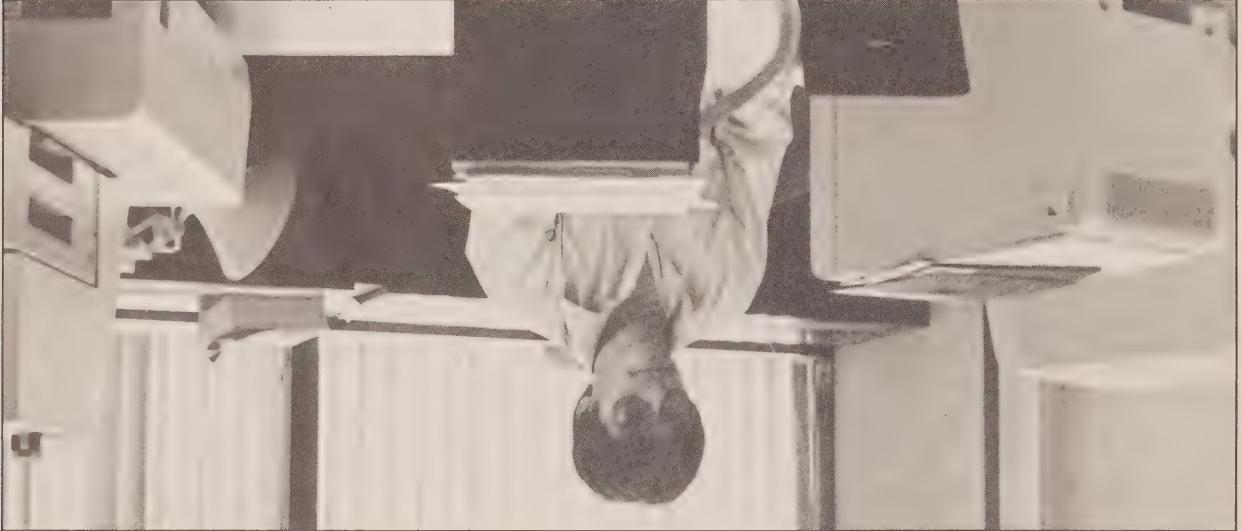
programmeur et jeespère que nous pourrons être très heureux avec Brian. "Brian a prouvé qu'il était déterminé à être un professionnel de la division de l'information. M. Paul Jean Jullior, a été informaticien de la division. "C'est un bon exemple. L'agent responsable de la gestion du conseil pour la division du développement informatiques a été à l'origine du programme informatiques à Ottawa-Hull.

Embauche comme commis aux statistiques, Brian a passé à l'établissement de l'immigration pour la division du programme informatiques à Ottawa-Hull. "L'agent responsable de la division de l'immigration pour la division du programme informatiques a été à l'origine du programme informatiques à Ottawa-Hull.

Un étudiant autochtone élaboré des programmes informatiques

Photo : Gregory Ing

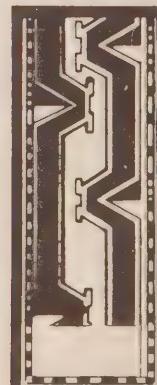
Brian Nadjiwon, étudiant en informatique, met ses compétences au service de la Commission de l'emploi et de l'immigration du Canada. Administrateur central, Ottawa-Hull.



Programme des stagiaires autochtones 1985 RETROSPECTIVE

IMAGES

Employment and Immigration Canada Immigration Canada



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Employment and
Immigration Canada

Emploi et
Immigration Canada

IMAGES

RETROSPECT Native Internship Program 84



With a client file of 2500 students and only 600 jobs to go around – Miles Morrisseau had to make some tough decisions. But the University of Manitoba Arts student pulled through with a lot of hard work. His co-workers at the CEIC Professional Executive Office in Winnipeg say they're going to miss his keen sense of humour.

Carlene Johnson, an intern with the Spryfield CEC in Halifax has some advice for prospective interns: "Apply early!". Last year the 19-year-old Mic-Mac was not considered for a job under the NIP because she was too late in applying. "I want others to avoid the same mistake".



Marie Seymour's knowledge of women's issues (she was the focus of a recent documentary film on Native women's rights) helped her land a job as a research assistant with the Women's Employment Directorate, National Headquarters. The 22-year-old Ojibway intends to supplement her Sociology degree with an Honours Law degree this fall.

Having met the challenges of the 1984 Native Internship Program, Native students can look to the future confident that their summer internship with Canada Employment and Immigration will forge new and meaningful opportunities in the future.

Since its inception in 1977, the Native Internship Program has provided relevant and productive summer employment for thousands of secondary and post-secondary students in a wide range of Commission programs and services. In the process the Program has become a major component of the Commission's efforts to tap a valuable human resource – Native youth.

While the majority of students agree that their summer employment is an important addition to their resumés, they say they have also reaped personal and less tangible rewards. Having the chance to put individual talents and skills to work has been a boost for morale. For many students the program has given them an opportunity to reflect on individual potential and how this can be best translated into activity that is beneficial for the communities in which they live. More importantly, students are complimenting academic studies with practical work experience.

"The program is unique in that it recognizes each individual's capabilities while providing an opportunity to each student to advance his/her level of proficiency. Down the road this will have significant impact for the Native community and society as a whole", adds J.R. Smith, National Coordinator of the Native Internship Program.

EXPERIENCES

First-Time Worker Does Well

Mary Tobin had never worked in an office before. Not surprisingly she was a little apprehensive when she started her job as a General Office Clerk for the On-Campus Canada Employment Centre at Memorial University in St. John's where she is a student. "It's a far cry from working in a pizzeria," notes Mary who's never had a "real job" before.

Upon graduating from a Timmins high school, the 20-year-old Inuk enrolled in a French language immersion program in Montreal in preparation for university studies.

Mary will be completing course requirements for an undergraduate degree in French and History this year.

Despite her lack of experience, Mary is adjusting well to the demands of the job and accounts this progress to her co-workers. "There is no problem too big that they can't help me with. They are very comfortable in offering advice and support." The job has also given Mary a chance to reflect on her future. "The job opportunities available for someone with an undergraduate degree are quite limited. Now that I've had the opportunity to learn more about the job market, I think another area of study may be more appropriate. Criminal law has always fascinated me and is one area I may pursue in the future."

Because of the Native Internship Program, Mary Tobin has gained valuable work experience; more importantly, she has gained the confidence to realistically assess her future employment potential.



Left to right: Job Finding Club Participant, Diana Brennan
Native Intern, Sherry Prisk
Job Finding Club Participant, Dawn Bonnell

Changing Career Attitudes

Not only has Sherry Prisk's summer internship with the New Brunswick Regional Office allowed her to put her many talents to work – it has greatly influenced her attitude about her future career goals.

The 20-year-old Business Administration student from the Pabineau Indian Reserve located near the town of Bathurst on New Brunswick's north shore, admits she has always wanted to pursue a career that was "strictly business oriented". Her job as a counselling intern for the region has changed all that. "The job has certainly changed my values and given me an opportunity to focus my skills on a more human side."

Sherry is so thoroughly convinced of the worth and satisfaction that goes along with helping people that she is considering a career in counselling. "In my dealings with the unemployed, I notice a lot of negative attitudes and I understand why they carry those feelings around. Helping someone turn those attitudes around is a truly rewarding experience. I feel that I'm actually doing something!"

The greater part of Prisk's summer has been spent organizing Job Finding Clubs (self-help groups of unemployed workers, who, with the help of an Employment Counsellor learn job search techniques and skills). Sherry is very impressed with the concept because the techniques employed are not only effective but produce immediate results. She illustrates the success of a recent project. "After the first two days, two people out of ten were being considered for jobs. By the end of the three-day session, five more people were being considered for job interviews. These are pretty impressive results."

Sherry herself has benefitted from the Native Internship Program. Among the organization and public speaking skills she has acquired, she has gained considerable confidence in dealing with people. "I'm finding it easier to establish credibility with clients and other people that I meet in my work."

Employers

"By tapping into the Native Internship Program we were able to get the resources to provide full service to the public and allow the regular staff to take their annual leave. We'd be in a tight spot if we hadn't been able to get these two students."

– Norma Dean, Benefits Program Advisor, Canada Employment Centre, Yellowknife

FEEDBACK

Interns

"My summer job has helped sharpen my research skills. More importantly, I've developed an insight into the operation of the whole department... I think the Native Internship Program is a necessary and vital program. With the tight student job market, Native students must compete that much harder. An effort should be made to expand the program so that the available job opportunities better reflect the Native student population. I've really enjoyed the job. I know my limits and my potential – the job has tested these to the limit."

– Vivian Cuthand, Special Projects Researcher, Canada Employment Centre, Ottawa-Centre

"I'm fortunate to have this job. It gives me great work experience and has got me interested in working in an office setting."

– Ruby Clements, General Office Clerk, Canada Centre, O'Leary, P.E.I.

"Larry Erutse has served as a good role model as a participant in the Native Internship Program and in assisting us with the development of promotional material for the program next year. He has been a wonderful addition to the section. The regular staff have benefited immensely from his photographic skills... I think the results of his work as well as the other interns are going to have a major impact on the Program itself and other Native Employment Programs in general."

– Debbie Griff, Acting Regional Manager, Public Affairs, EIC, Edmonton.

"We've had very positive experience with the Native Internship Program. George Crate, our summer intern this year, is an asset to the unit. He's had to wear many different hats and has displayed a great deal of flexibility as he moved from program to program. We're going to miss him when he leaves."

– Penny Debrowski, Acting Supervisor, Special Employment and Counselling Unit, Canada Employment Centre, Winnipeg – Core Office.

Developmental Workshops Held

Native students working for Employment and Immigration Canada under the Native Internship Program (NIP) took time from their hectic work schedules to attend Career Development and Orientation Workshops. Three were held in Winnipeg, Regina and Moncton.

While the content and emphasis of each workshop differed, essentially all were designed to provide student interns with a forum to voice their concerns about the Native Internship Program and Native employment in general. Students were also provided with an overview of the Commission, information on the labour market and information related to training and development, pay and benefits and personal career development.

Steve MacArthur, NIP Coordinator for Saskatchewan said the Regina workshop was held to identify the strengths and weaknesses in the program so that changes could be made to improve the program for next year. It was suggested by students in Saskatchewan that a better orientation program and training plan be developed by the Commission and that greater efforts be taken to improve marketing of the program.

Native Employment Coordinator for New Brunswick, Bill Simon, said the workshop was designed with the intent of having students participate rather than listen. As well as

proposing recommendations to improve the NIP, students discussed ways in which Native youth could participate in projects as part of International Year of Youth in 1985. Simon added that the interns' recommendations will be considered as part of his region's Native Employment strategy for next year.

Manitoba students were treated to a more vigorous training program. In addition to providing participants with an overview of the workings of the Public Service, in particular EIC, presentations and workshop sessions were held on other employment related topics. These included: Native people: A Historical Perspective, Native People and the Commission, Native Employment Policy and Affirmative Action, CEC Organization and Services. Interns were also provided with some useful training in interpersonal skills and how to deal with clients effectively.

Manitoba NIP Coordinator, George Shingoose was extremely pleased with the outcome of the Winnipeg workshop - a first for the region. "I think the training advanced each individual in terms of how each fits into the Commission... It also gave the interns an opportunity to meet one another and to share experiences. A real sense of camaraderie emerged." Shingoose added that the workshop "boosted the profile of the Program."

Projecting A Positive Image

A warm friendly smile and helping hand is what clients expect and get from Milton Tootoosis, Inquiries Clerk with the local Canada Employment Centre in Regina. Milton, a 21-year-old Cree from the Poundmaker Indian Reserve in Saskatchewan, was one of five Native interns employed by the Regina operation under the Native Internship Program this summer.

Talking to Milton one immediately notices the enthusiasm he brings to the job and to the nearly 200 clients that visit the centre on any given day. Besides answering direct inquiries from clients, Milton "guides people in the right direction" so that they can effectively utilize the many employment programs and services offered by the centre.

Presently Milton is in this third year of study at the University of Regina. After completing his Bachelor of Arts degree in Sociology and Indian Studies, Milton would like to return to his community and counsel Native youth about the value of pursuing higher education. "The young have to be motivated. They must understand that it is not only important to finish high school but that they do something positive about their lives after." In the long-term, Milton intends to complete graduate studies in Business Management where he sees a definite need for Native people particularly in light of the move towards greater self-autonomy.

APPLYING

If you are Native and a full-time student and would like to work for Canada Employment and Immigration during the summer, you should:

- register with the nearest Canada Employment Centre, Canada Employment Centre for Students or your On-Campus Canada Employment Centre.
- apply early. To avoid disappointment, most students begin their job search after the school winter break in January.

IMAGES was coordinated by Karen Isaac with the technical assistance of Larry Erutse. Larry, a Journalism student at Grant MacEwen College in Edmonton, interned with Public Affairs, Edmonton. Karen, a Political Science major at Carleton University, Ottawa, interned with the Native Employment Directorate at National Headquarters.

We would like to acknowledge the kind of assistance and cooperation of the Native Employment Directorate, Regional EIC supervisory and program staff, and the managers and staff of local Canada Employment Centres across the country.

NIP Offers Unique Challenges



Statistical work is no easy undertaking as two Native interns with the British Columbia Regional Office in Vancouver will attest; and they have stacks of studies to back up their claim.

During the course of the summer, Rosanne Charnley and Garry Lafferty participated in a unique project designed to uncover demographic trends among the province's Native population. Both were recruited under the Native Internship Program to provide technical assistance and advice to the British Columbia Native Employment Advisory Council, sponsors of the study. This entailed reviewing past and current census and demographic studies, as well as contacting private and public research agencies in order to identify gaps and/or problems with present data collection techniques.

While the job has been most challenging. Garry, a transfer student at the University of British Columbia majoring in Commerce, is confident that they have made an "important first step" in presenting a more accurate picture of the Native population as well as consolidating existing data on the subject.

For Rosanne the project has been a "great education" in Native issues. The 27-year-old Mathematics and Computer Science major adds: "The job has given me an opportunity to make many new contacts in the Native community. It has been tremendous in that regard."

Unlike other studies, the Native Populations Project relies heavily on the input of community resource people and it is an area where the expertise of the interns was most significant. They were instrumental not only in identifying contacts in the Native community, but developing a data collection guide for field staff.

"We sought a methodology that would avoid the pitfalls of previous studies and one that would take into greater consideration the Native situation in the province," states Joachim Knauff who supervised the work of the student interns.

EXPERIENCES

Son premier emploi un succès

Mary Tobin n'avait jamais travaillé dans un bureau auparavant. Rien d'étonnant à ce qu'elle ait éprouvé une certaine appréhension lorsqu'elle a commencé à travailler comme commis de bureau général au Centre d'Emploi du Canada sur le campus de la Memorial University à St. John's où elle étudie. «C'est très différent d'un emploi dans une pizzeria», souligne Mary qui n'a jamais occupé un «vrai emploi» auparavant.

Après avoir obtenu son diplôme d'une école secondaire de Timmins, la jeune Inuk âgée de 20 ans s'est inscrite à un programme d'immersion en langue française à Montréal pour se préparer aux études universitaires. Mary terminera cette année les cours requis pour un

diplôme de premier cycle en français et en histoire.

En dépit de son manque d'expérience, Mary s'adapte bien aux exigences de l'emploi et attribue ses progrès à ses collègues. «Les problèmes ne sont jamais graves à un point tel qu'ils ne puissent m'aider. Ils sont toujours prêts à m'offrir leur aide et leurs conseils.» L'emploi a également donné à Mary l'occasion de réfléchir à son avenir. «Les possibilités d'emploi pour le titulaire d'un diplôme de premier cycle sont très limitées. Maintenant que j'ai eu la possibilité d'en apprendre davantage au sujet du marché du travail, je crois qu'un autre domaine d'étude serait plus approprié. Le droit criminel m'a toujours fasciné et je pourrais m'orienter vers ce domaine.»

Grâce au Programme des stagiaires autochtones, Mary Tobin a acquis une expérience de travail précieuse; fait encore plus important, elle a pris suffisamment d'assurance pour évaluer d'une manière réaliste ses possibilités d'emploi futures.



De gauche à droite: Diana Brennan, participante au Club de Placement Sherry Prisk, stagiaire autochtone Dawn Bonnell, participante au Club de Placement

Réorientation de carrière

Son stage d'été au Bureau régional du Nouveau-Brunswick a permis à Sherry Prisk d'exercer ses nombreux talents, mais il a aussi influé considérablement sur son attitude à l'égard de ses objectifs de carrière.

Agée de 20 ans, cette étudiante en administration des affaires de la réserve indienne de Pabineau située près de la ville de Bathurst au Nouveau-Brunswick, admet qu'elle a toujours voulu poursuivre une carrière «strictement axée sur les affaires». Son travail comme stagiaire en counselling dans la région a tout changé. «Ce travail a certes changé mes valeurs et m'a permis de donner à mes compétences une dimension plus humaine.»

Sherry est à ce point convaincue de la gratification et de la satisfaction qu'on éprouve en aidant les gens qu'elle envisage une carrière en counselling. «Dans le cadre de mes échanges avec les chômeurs, j'ai constaté un grand nombre d'attitudes négatives et je les comprends. Aider quelqu'un à changer d'attitude est réellement gratifiant. J'ai l'impression d'être utile!»

Sherry Prisk a passé la majeure partie de l'été à organiser des clubs de placement (groupes d'entraide de chômeurs qui, avec l'aide d'un conseiller en emploi, acquièrent des compétences et des techniques de recherche d'emploi). Elle a été vivement impressionnée par le concept parce que les techniques utilisées sont efficaces et que les résultats qu'elles produisent sont immédiats. Elle explique le succès d'un projet récent. «Après les deux premiers jours, deux personnes sur dix voyaient leur candidature prise en considération pour un emploi. À la fin de la séance de trois jours, cinq autres personnes étaient invi-

tées à une entrevue d'emploi. Ces résultats sont très impressionnantes.»

Sherry elle-même a tiré parti du Programme des stagiaires autochtones. Les compétences qu'elle a acquises dans les domaines de l'organisation et de l'art de s'exprimer en public lui ont donné beaucoup d'assurance pour traiter avec les gens. «Je trouve qu'il est plus facile d'établir ma crédibilité auprès des clients et des autres personnes que je rencontre au travail.»

OBSERVATIONS

Stagiaires

«Mon emploi d'été m'a aidée à améliorer mes compétences dans le domaine de la recherche. Fait encore plus important, j'ai approfondi ma connaissance du fonctionnement du Ministère dans son ensemble... Je crois que le Programme des stagiaires autochtones est un programme nécessaire et essentiel. Compte tenu des piétres possibilités d'emploi pour les étudiants, les étudiants autochtones doivent faire une concurrence encore plus vive. Il faudrait faire des efforts pour élargir le programme de façon que les emplois offerts tiennent compte davantage de la population étudiante autochtone. Mon travail m'a vraiment plu. Je connais mes limites et mes compétences - cet emploi m'a permis de les exploiter au maximum.»

- Vivian Cuthand, chercheuse - projets spéciaux, Centre d'Emploi du Canada, Ottawa-Centre

Employeurs

«En ayant recours au Programme des stagiaires autochtones, nous avons pu obtenir les ressources nécessaires pour assurer des services complets à la population et permettre au personnel régulier de prendre ses congés annuels. La situation n'aurait pas été très rose si nous n'avions pu obtenir l'aide de ces deux étudiants.»

- Norma Dean, conseillère du Programme, des prestations, Centre d'Emploi du Canada, Yellowknife

«Larry Ertutse a représenté le participant type au Programme des stagiaires autochtones et il nous a aidé à élaborer le matériel publicitaire pour le programme de l'année prochaine. Sa venue au sein du personnel de la section a été des plus profitables. Le personnel régulier a grandement tiré parti de ses compétences dans le domaine de la photographie ... Je crois que les résultats de son travail et du travail des autres stagiaires auront une incidence considérable sur le programme lui-même et sur les autres programmes d'emploi des autochtones en général.»

- Debbie Griff, directeur général intérimaire, Affaires publiques, EIC, Edmonton

«Notre expérience du Programme des stagiaires autochtones a été très positive. George Crate, notre stagiaire d'été cette année, s'est révélé un atout pour le service. Il a dû remplir plusieurs fonctions et a fait preuve d'une grande souplesse, passant d'un programme à un autre. Il nous manquera.»

- Penny Debrowski, surveillante intérimaire, Service spécial de l'emploi et du counselling, Centre d'Emploi du Canada, Winnipeg - Bureau central.

Le programme des stagiaires autochtones offre des défis uniques

Le travail statistique n'est pas facile comme en témoignent deux stagiaires autochtones affectés au Bureau régional de la Colombie-Britannique, à Vancouver, et ils ont des piles de preuves à l'appui.

Au cours de l'été, Rosanne Charnley et Garry Lafferty ont participé à un projet unique visant à déceler les tendances démographiques au sein de la population autochtone de la province. Les deux étudiants ont été recrutés en vertu du Programme de stagiaires autochtones pour fournir de l'aide et des conseils techniques au Conseil consultatif de l'emploi des autochtones de la Colombie-Britannique, qui a parrainé l'étude. Leur travail les a appelés à examiner des recensements et des études démographiques antérieurs et actuels, et à communiquer avec des organismes de recherche privés et publics afin de déterminer les lacunes ou les problèmes liés aux méthodes courantes de collecte des données.

Le travail a été très difficile, mais Garry, un élève de passage à la University of British Columbia, qui fait une majeure en commerce, estime qu'ils ont fait un grand pas en avant en présentant un tableau plus fidèle de la population autochtone de même qu'en étayant

les données actuelles à ce sujet.

Pour Rosanne, le projet s'est révélé un «vrai cours» sur les questions relatives aux autochtones. Cette étudiante de 27 ans inscrite à une majeure en informatique et en mathématiques ajoute: «L'emploi m'a donné l'occasion de rencontrer de nombreuses personnes de la communauté autochtone. L'expérience a été enrichissante à cet égard.»

Contrairement à d'autres études, pour le projet concernant la population autochtone, on doit compter largement sur l'information obtenue auprès des personnes ressources de la communauté, et c'est à ce chapitre que les compétences des stagiaires se sont révélées des plus importantes. Ceux-ci ont contribué non seulement à déterminer les personnes-ressources dans la communauté autochtone, mais également à élaborer un guide de collecte de données à l'intention du personnel sur le terrain.

«Nous avons cherché une méthode qui permettrait d'éviter les pièges des études antérieures et qui tiendrait compte davantage de la situation des autochtones dans la province», souligne Joachin Knauff qui a supervisé le travail des stagiaires.



Ateliers sur la carrière

Les étudiants autochtones travaillant pour Emploi et Immigration Canada en vertu du Programme des stagiaires autochtones ont participé à des ateliers en orientation et en perfectionnement professionnel malgré leur horaire de travail déjà chargé. Trois ateliers ont été tenus, soit à Winnipeg, Regina et Moncton.

Le contenu et l'importance variaient à chaque atelier, mais dans chaque cas le but était surtout de réunir les stagiaires pour leur donner l'occasion d'exprimer leurs préoccupations au sujet du Programme des stagiaires autochtones et de l'emploi des autochtones en général. On a également donné aux étudiants une vue d'ensemble de la Commission, des renseignements sur le marché du travail et de l'information concernant la formation et le perfectionnement, la rémunération et les avantages sociaux et le perfectionnement professionnel.

Steve MacArthur, coordonnateur du Programme des stagiaires autochtones pour la Saskatchewan, a mentionné que l'atelier tenu à Regina avait pour objet de déterminer les points forts et les points faibles du programme de façon qu'on puisse apporter les changements voulus pour améliorer le programme pour l'année prochaine. Les étudiants de la Saskatchewan ont proposé que la Commission

élabore un programme d'orientation et un plan de formation plus efficaces et qu'on fasse davantage pour promouvoir le programme.

Le coordonnateur de l'emploi des autochtones au Nouveau-Brunswick, Bill Simon, a souligné que l'atelier visait à obtenir des étudiants qu'ils interviennent au lieu de se contenter d'écouter. En plus de faire des recommandations pour améliorer le Programme des stagiaires autochtones, les étudiants ont discuté des modalités selon lesquelles les jeunes autochtones pourraient participer à des projets dans le cadre de l'Année internationale des jeunes en 1985. Simon a ajouté que les recommandations des stagiaires seront prises en considération dans le cadre de la stratégie de l'emploi des autochtones pour l'année prochaine.

Les étudiants du Manitoba ont été astreints à un programme de formation plus rigoureux. En plus de donner aux participants une vue d'ensemble des rouages de la Fonction publique, en particulier d'EIC, on leur a présenté des exposés et on a tenu des séances de travail sur autres sujets liés à l'emploi. Mentionnons notamment: les autochtones, une perspective historique; les autochtones et la Commission; la politique d'emploi des autochtones et l'action positive; la structure et les services du CEC. Les stagiaires ont également reçu une formation utile dans le domaine des relations interpersonnelles et sur la manière de traiter avec les clients d'une manière efficace.

Le coordonnateur du Programme des stagiaires autochtones du Manitoba, George Shingoose, est très heureux des résultats de l'atelier tenu à Winnipeg – une première dans

la région. «Je crois que la formation a profité à chaque participant en ce qu'elle lui a fait connaître les rôles respectifs des membres de la Commission... Elle a également donné aux stagiaires l'occasion de se rencontrer et d'échanger sur leurs expériences respectives. Des relations de bonne camaraderie se sont établies.» Shingoose a ajouté que l'atelier «a permis de rehausser l'image du programme».

Posez votre candidature

Si vous êtes autochtone et étudiant à plein temps et que vous aimeriez travailler pour Emploi et Immigration Canada durant l'été, vous devriez:

- vous inscrire au Centre d'Emploi du Canada le plus près, au Centre d'Emploi du Canada pour étudiants ou au Centre d'Emploi du Canada sur le campus.

- poser votre candidature dans les plus brefs délais. Pour ne pas être déçus, la plupart des étudiants commencent à se chercher un emploi après le congé scolaire en janvier.

La publication de IMAGES a été coordonnée par Karen Isaac avec l'aide technique de Larry Erutse. Larry, étudiant en journalisme à Grant MacEwen College à Edmonton, a fait un stage aux Affaires publiques, à Edmonton. Karen, étudiante inscrite à une majeure en science politique à l'Université Carleton à Ottawa, a fait un stage à la Direction de l'emploi des autochtones à l'Administration centrale.

Nous aimerions remercier la Direction de l'emploi des autochtones, le personnel régional d'EIC chargé de la surveillance et des programmes, ainsi que les directeurs et le personnel des Centres d'emploi du Canada dans l'ensemble du pays pour leur aide et leur collaboration.



IMAGES

RÉTROSPECTIVE Programme des stagiaires autochtones -

1984



Disposant d'un fichier contenant 2,500 noms d'étudiants et de 600 emplois seulement, Miles Morrisseau n'a pas eu la tâche facile. Mais cet étudiant en arts de l'Université du Manitoba a réussi à s'en tirer. Ses collègues du bureau de la CEIC à Winnipeg soulignent que son humour subtil va leur manquer.

Carlene Johnson, stagiaire au CEC de Spryfield à Halifax, a un conseil à donner aux aspirants stagiaires: «Ne tardez pas à poser votre candidature!» L'année dernière, la candidature de cette jeune Micmaque âgée de 19 ans n'a pas été retenue en vertu du Programme des stagiaires autochtones parce qu'elle a présenté sa demande trop tard. «Je ne voudrais pas que les autres fassent la même erreur.»



Grâce à sa connaissance des questions concernant les femmes (elle était le centre d'intérêt d'un document très récent sur les droits des femmes autochtones), Marie Seymour a pu trouver un emploi comme chercheuse adjointe à la Direction de l'emploi des femmes, Administration centrale. Cette Ojibway âgée de 22 ans envisage d'ajouter à son diplôme en sociologie un diplôme en droit cet automne.

Ayant relevé les défis posés par le Programme des stagiaires autochtones de 1984, les étudiants autochtones peuvent entrevoir l'avenir avec la certitude que leur stage d'été à Emploi et Immigration Canada leur ouvrira des horizons nouveaux et prometteurs.

Depuis son entrée en vigueur en 1977, le Programme des stagiaires autochtones a permis de trouver des emplois d'été appropriés et profitables à des milliers d'élèves du secondaire et du postsecondaire dans une gamme variée de programmes et de services de la Commission. Depuis, le programme est devenu l'une des initiatives majeures prises par la Commission pour mettre en valeur des ressources humaines précieuses, soit les jeunes autochtones.

Tout en reconnaissant que le travail d'été est un atout précieux dans leur curriculum vitae, la plupart des étudiants estiment en avoir tiré des avantages personnels moins apparents. Le fait d'avoir exercé leurs talents et leurs compétences a été pour eux un stimulant. Pour plusieurs d'entre eux, le programme leur a donné l'occasion d'évaluer leurs capacités individuelles et de penser à la façon dont ils pourraient mettre en valeur ces capacités au profit de leur collectivité. Fait encore plus important, le programme permet aux élèves d'allier étude et expérience pratique de travail.

«Le programme a ceci de particulier qu'il tient compte des aptitudes de chaque élève tout en offrant à chacun la possibilité d'améliorer sa compétence, ce qui, à long terme, aura une incidence considérable sur la communauté autochtone et la société dans son ensemble», ajoute J.R. Smith, coordonnateur national du Programme des stagiaires autochtones.

IMAGES

Native Internship Program:



"Often the positions held are directly related to their field of study"

Over the years, the Canada Employment and Immigration Commission (CEIC) has brightened the futures of many Aboriginal people through the use of its Native Internship Program (NIP).

The program was established to provide temporary employment

opportunities within the CEIC to Aboriginal students. During vacation breaks from school, NIP has enabled students to acquire both practical work experience and on-the-job training and skill development.

In order to apply to NIP, the student must be of Aboriginal descent (status Indian, non-status Indian, Inuit, or Metis) and be enrolled in a recognized vocational educational institution with the intention of returning to school the following year. All qualifying students are encouraged to direct their applications to a Canada Employment Centre, a Canada

What is it?

Employment Centre for Students, or an on-campus Canada Employment Centre.

The NIP participants across the country recognize the value of such a program and are appreciative of the benefits it has provided them. Often the positions held are directly related to their field of study. As a result, many students return to school with a clearer sense of direction and purpose.

The Native Internship Program is one way in which Aboriginal youth are able to demonstrate their potential and be recognized as a valuable resource within the work force. λ

Job Rotation in Nfld.

When asked to share their opinion of the Native Internship Program, four interns from the Canada Employment Centre (CEC) in Corner Brook, Newfoundland, agreed that it provides an excellent learning experience, and recommended that other students apply.

This past summer, Lynn Hackett, Danny Joyce, Nancy Hynes, and Kelly Lee, all provided vital services to the CEC and its opera-

tions. Hired as General Support Clerks, these interns were able to learn different office skills because their positions were rotated every three weeks. This gave each intern the opportunity to work in Creative Job Search, Administration, Insurance and at the Student Centre.

Danny Joyce, 22, who already has a Bachelor of Arts degree in Economics and Business to his credit, reflects on his summer's

work as "a definite asset". For him it was a good way to gain experience working in an office atmosphere and it gave him an idea of what to expect when he finishes school. Until then, Danny plans to pursue an MBA at Memorial University.

As they returned to school this fall, these interns were aware that this past summer's positions and experience would make impressive additions to their resumes.

The four non-status Indians were among 15 students involved in NIP this year in Newfoundland. λ



Working with Natives

The Native Internship Program is a great learning experience. Never had my previous jobs given me the kind of experience which relates directly to my studies."

These words are offered by NIP participant, Henry Martin, a Micmac from Maria Reserve. As a full-time student at Laval University in Quebec, Henry expects to graduate next fall with a Bachelor's degree in Economics and a minor in Political Science.

At the Department of Indian Affairs and Northern Development in the Economic Development and Employment Program, Henry found that "most of my work directly involved using a computer. I had never worked with a computer before, but now I feel very confident with it." He was hired to conduct a Socio-economic study on the Montagnais through the guidance of "La Corporation

de Développement Economique Montagnaise" (C.D.E.M.).

The main objective of his work was to develop a program which contained a list of all the enterprises in each Montagnaise community, the number of employees at each enterprise, and the type or nature of the business or organization. This list will help the C.D.E.M. to identify the needs of each community in terms of on-the-job-training and the requirements for future economic growth. In addition, the list will provide details of the social aspect of each Montagnais community.

Henry is grateful that he learned of the Native Internship Program when he applied for a job at the CEC in Quebec City.

Also from the Quebec region, Mike Lahache, a Mohawk from Kanawaki Reserve, found that working in the NIP program has proven to be especially beneficial.

NIP allowed Mike, 28, to gain some valuable work experience in his field while going to school. With a Bachelor of Arts degree in Political Science and History from Concordia University, Lahache was hired as a Researcher in Montreal. He was responsible for developing an economic profile on the Cree and Inuit people of northern Quebec.

Working in such a position gave him first-hand exposure to the types of problems that these Natives must cope with and the potential they possess.

Also, Mike has discovered the various career options that are available to him within the Public Service Commission — options he was previously unaware of. As a result, Mike has decided to accept a permanent position with Employment Equity as an Equity Program Co-ordinator in Quebec City. λ

Many Rewards in the B.C. Region

Born and raised in the Yukon, Liz Rowlands, 24, attends the University of Alberta in a Bachelor of Science Program. During the time that she was home for the summer, Liz was able to gain practical work experience and earn some extra money working in the NIP program at the Canada Employment Centre in Whitehorse.

Although originally hired as a Receptionist/Typist, Liz was able to expand her responsibilities to include a number of activities.

As explained by her supervisor, Ray Chalifoux, this expansion is encouraged when the NIP participant demonstrates an interest in and is capable of learning other skills related to the CEC's overall operations.

Because of her initiative shown on the job, Liz was able to work on the computers and was involved in broadcasting radio reports. In fact, Liz was able to undertake many of an Employment Services Assistant's duties.

Mr. Chalifoux acknowledges that Liz has surpassed the high standards of performance set in previous years. He enthusiastically adds that Liz will be missed by everyone when she returns to school in the fall.



"In Whitehorse, Yukon, Liz Rowlands really enjoyed learning about the CEC and how it operates while she was home for the summer from the University of Alberta."

Liz enjoyed her position this past summer and mentions that she was able to work with a "very supportive and patient staff."

While Liz was the only NIP participant in the Yukon, there were 98 interns in the region, which includes British Columbia.

One of the participants in that province, a Haida from the Queen Charlotte Islands, Keith Kerrigan, also found his experience in the program very rewarding.

Working at the Canada Employment Centre for Students (CEC-S) in Vancouver has not only provided some valuable work experience, but also gave Keith as insight into what employers look for when hiring. As a Student Placement Officer, Keith was involved in matching employers to potential employees. Part of his job included obtaining job orders and conducting initial interviews with students. Keith also participated in various marketing activities to promote the Centre's services to local businesses and students.

Keith, 23, comments that the best part of his job was the satisfaction he felt when a student found employment. When job hunting, he advises that students should not be afraid to be "politely aggressive". He finds that this effort really impresses employers because it shows determination and initiative.

Overall, Keith feels that his position was one of the best that a student could have for the summer, and he adds that he really enjoyed working at the CEC-S, and at the two CEC locations in Vancouver.

Aware of the importance of an education, Keith, a Commerce graduate, plans to return to the University of British Columbia to pursue a Law degree. λ

Similar Views Across the Region

Although they were miles from each other, both Laura Commanda and Carlene Mennen agree that the work experience they have gained this past summer will help them in the future when seeking permanent employment.

Laura Commanda, 24, a Sociology and Native Studies student at Laurentian University, was hired at the CEC in Sudbury, Ontario. Working as an Employment Counsellor Assistant, Laura was responsible for recruiting workers into the agriculture unit through client interviews.

A first time participant in the NIP program, Laura believes her job has enabled her to acquire better communication skills and gave her the opportunity to learn additional skills through training. Overall, she feels that her experience has helped her to prepare herself for seeking permanent employment next year.

In southern Ontario, Carlene Mennen, from Kettle Point Reserve, has also found the NIP program very rewarding. Carlene was working at the CEC in



Laura Commanda at the CEC in Sudbury, Ontario. Her job has helped her to prepare for finding a permanent job after graduation.

London, Ontario, as a Native Participant Surveyor. Her position required her to design a questionnaire, collect information by interviewing Natives on the surrounding reserves, analyse the results, and present a final report. Carlene says her job was, "A great way to meet new people and an opportunity to learn about other Natives. It also gave me a chance to learn about the Employment and Immigration Commission and the opportunities for future careers that are available in the government." λ

"Apply it to whatever you do"

Young Intern in the North

The Native Internship Program had 66 participants in the Alberta region last summer; with five of those in the Northwest Territories.

One of the interns in the far north, Donald Robert, a Loucheux Indian, served as a Support Clerk at the CEC in Inuvik. Donald found his first office job "fun and interesting". Donald was responsible for general office duties that included sorting and re-organizing filing systems.

The youngest of six boys in his family, Donald, 17, will be graduating from Samuel Hearne Secondary School next year. An ambitious student, Donald is the President of the Student Council at his school. He plans on attending a university or college to pursue a law degree.

Although Donald, a member of the Dene band, would like to gain as much experience as possible from various types of jobs in the future, he enjoyed working at the CEC and appreciates the exposure it has given him to office procedures. λ

Advice from an Intern

In the PEI region, Sarah Sark, 19, was one of the nine Aboriginal students hired in the Native Internship Program this summer. In recommending that other students get involved in the program, Sarah says, "The experience will teach you about government operations, dealing with people, and responsibility. It may also help you to decide on a career as it exposes different options." Sarah also feels that the skills she has learned as a General Office Clerk will help her in the future. "Because you learn to be organized and efficient, you can apply it to whatever you do."

Originally from Lennox Island Reserve, Sarah was employed by the Canada Employment Centre in Summerside.

Sarah, who learned of NIP through her band office is a Micmac student at Dalhousie University studying Psychology. Sarah intends to go into speech therapy. λ



"Through her work at the CEC in Summerside, PEI, Sarah has been able to learn some valuable work skills."

Valuable Learning Experience

Bittersweet. For many, it is probably the first word that comes to mind to describe dealing with the public. While an excellent opportunity to develop valuable interpersonal skills, the situation can nevertheless invite great distress.

Winston Thompson, a Native Internship Program participant at the CEC in St. Boniface, has dealt with his share of people, pleasant or otherwise. Yet, rather than grow discouraged, the Metis student feels he has benefitted from his experiences. As a Reception and Enquiries Clerk, Winston encountered irate clients quite often, "sometimes every day!" However, contact with the public has given Winston a new perspective that allows him to be more understanding of



"Winston Thompson, a student at the University of Manitoba, learned one of life's valuable lessons while employed at the CEC in St. Boniface."

other's situations, now that he has seen their side first-hand.

His present career goals are to get his arts degree and to pursue a degree in social work at the University of Manitoba. Hoping to eventually work within a Native organization in

the city, Winston's experiences in EIC have given him the communication skills and insight he'll need in the social work field.

In the Manitoba region, 46 students found employment in NIP this past summer. λ



Saskatchewan—In total, there were 65 students employed in NIP in the Saskatchewan region this year. Of these, the Native Interns at the CEC in Regina include; (from left to right) Top row: Greg Carter, Brian Attig, Bryan Mcnabb. Bottom Row: Chantel Bellegarde, Bill Standing Ready and Aaron B. Sinclair. Missing: Judy Arcand.

Community Awareness of Peace

A small group of Baker Lake residents organized some events to promote community awareness of peace. Activities were organized for adults and children. The children studied peace in school and prepared essays, artwork and class projects.

Many of them wrote beautiful descriptions of how peace begins at home with love and respect for other people. A poem on the subject written by a grade four student (a future NIP participant) follows:

Peace

by Greg tapatai, Grade 4

Peace is love.
Peace is helping.
Peace is sharing.
Peace is God.
Peace is not fighting.
Peace is to give food.
Peace is caring for my Dad.
Peace is caring for my Mom.
Peace.

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La paix

par Greg tapatai, 4^e année

La paix, c'est aimer
La paix, c'est aider
La paix, c'est partager
La paix, c'est Dieu
La paix, c'est ne pas se battre
La paix, c'est donner à manger
La paix, c'est aimer mon papa
La paix, c'est aimer ma maman
La paix.



New Brunswick—The six Native Internship Clerks hired in NIP in Fredericton, New Brunswick, include: (from l. to r.) Tammy Augustine, Cheryl Knockwood, Alan Polchies and Crystall Joscak. Missing: Melanie Polchies and Catherine Gedeon. In all, there were 40 NIP participants throughout the region this summer.



NIP is not the only program available to Aboriginal Students

For information on the Career Oriented Summer Employment Program (COSEP) contact your local Canada Employment Centre or Canada Employment Centre for Students. (Most student centres will be open in April or early May)

Here is a statement by a student who through COSEP had a rewarding work experience similar to the one students have in the NIP.

Working for the department of External Affairs as an Employment Equity agent has been a very new and rewarding experience for me. This is the first time I have worked for the federal civil service and I certainly would recommend the Career Oriented Summer Employment Program (COSEP) to any university student seeking first hand knowledge about Canada's largest employer.

My name is Barry D. Bonspille and I am a Mohawk from Kanesatake, Quebec. I am a third year History and Politics major at Queen's University in Kingston, Ontario. I have a very strong interest in public affairs and national politics. My future goal is to have a career in public administration, or to represent my home riding of Argenteuil-Papineau in the House of Commons. There has never been an aboriginal citizen in the Privy Council and I hope to change that situation and give the First Nations of this country a leading voice in Canada's federal government.

In the past I have worked for the Assembly of First Nations in Ottawa and on my home reserve in Kanesatake. This summer I am working in the personnel division of External Affairs. My main responsibility here is to try and attract more aboriginal Canadians to the department of External Affairs through cooperation from the First Nations, Friendship centres, and the native media. Canada's Foreign Service tries to represent all aspects of Canada internationally, and thus I have informed native communities, especially the university students, about a possible career as a foreign representative for Canada. Although my job is just for the summer, this departmental objective will be carried on by the Employment Equity unit of the personnel division. All of my other responsibilities are geared towards this main objective. I have compiled lists of contact, such as native university clubs, that could help me get information to the aboriginal communities about External Affairs.

The experience here has been rewarding, because I have had the opportunity to speak to many native leaders and students and have found them to be very receptive to the department's initiatives and my work in general. I certainly would recommend this kind of task to any aboriginal student interested in helping their people get in touch with other government departments other than Indian Affairs. External Affairs is exciting, fast paced, and always alluring. It adds immensely to the fascination and beauty of this city in the middle of the Algonquin country.

Barry D. Bonspille

Kanesatake Band, Quebec

Credits

The Editor would like to extend sincere appreciation to those who were instrumental in the production of Images:

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Editor: Cathy Debassige

Desktop : George Raley

Nouveau Brunswick—Six autoclothes ont été embauchées à titre de commis dans le cadre du Programme des stagiaires autochtones au CFC à Frederiction, Nouveau-Brunswick, ce sont : (de g. à d.) Tammy Augustine, Cheryl Knockwood, Alan Polchies et Crystal Joscak. Nouveau Brunswick—Six autoclothes ont été embauchées à titre de commis dans le cadre du Programme des stagiaires autochtones au CFC à Frederiction, Nouveau-Brunswick, ce sont : (de g. à d.) Tammy Augustine, Cheryl Knockwood, Alan Polchies et Crystal Joscak. Nouveau Brunswick—Six autoclothes ont été embauchées à titre de commis dans le cadre du Programme des stagiaires autochtones au CFC à Frederiction, Nouveau-Brunswick, ce sont : (de g. à d.) Tammy Augustine, Cheryl Knockwood, Alan Polchies et Crystal Joscak. Nouveau Brunswick—Six autoclothes ont été embauchées à titre de commis dans le cadre du Programme des stagiaires autochtones au CFC à Frederiction, Nouveau-Brunswick, ce sont : (de g. à d.) Tammy Augustine, Cheryl Knockwood, Alan Polchies et Crystal Joscak. Nouveau Brunswick—Six autoclothes ont été embauchées à titre de commis dans le cadre du Programme des stagiaires autochtones au CFC à Frederiction, Nouveau-Brunswick, ce sont : (de g. à d.) Tammy Augustine, Cheryl Knockwood, Alan Polchies et Crystal Joscak.



La paix

par un élève de 4^e amme :
L'amour et le respect des autres. Voici un poème sur ce sujet écrit
des descriptions de ce qu'est la paix qui débute à la maison dans

Afin de promouvoir la paix dans leur collectivité un petit groupe de résidents de Bakker Lake a organisé des activités à l'intention des adultes et des enfants. Dans les écoles, les élans ont réalisé des collages, et prépare des écrits dans le cadre du projet. Plusieurs d'entre-eux ont écrit

Initiatives visant à promouvoir la paix

Un jeune stagiaire du nord

Le programme des stratégies

pour suivre des études supérieures en travail social à l'Université du Manitoba. Il espère ainsi travailler éventuellement pour un organisme autochtone à la Ville. Son expérience à ELC lui permet d'accueillir les techniques de communication ainsi que la perspicacité dont il aura besoin dans le domaine du travail social.

Dans la région du Manitoba, 46 étudiants ont trouvé un emploi dans le cadre du PSA. L'été dernier, A.

stage au CEC de St-Boniface.



Une précieuse expérience d'apprentissa

par RICK HARP



d'acquérir certaines compétences professionnelles.»



« L'ensemble programme des stagiaires autochtones (PSA) offre une expérience d'apprentissage formidable. Mes emplois précédents ne m'avaient jamais permis d'acquérir ce genre d'expérience directe -

Conseils d'un stagiaire

Travailler auprès des autochtones

Le programme et apprécier les avantages qu'ils en ont reçus. Les postes qu'ils ont occupés étaient souvent directement liés à leur domaine d'études. Par conséquent, de nombreux étudiants retrouvent aux études, mieux en mesure d'orienter leur carrière et de définir leurs objectifs moyens pour les jeunes touchées au moins une fois. L'un des moyens constitue l'application des techniques de la population active.

Le programme des stagiaires autochtones?

SEW!

 Immigration, Refugees and Citizenship Canada



Employment and
Immigration Canada

Emploi et
Immigration Canada

CAI
MF
- P 51



IMAGES

Native Internship Program '88: The tradition continues



(Left to Right):
Cameron Jacobs,
Debbie Little, Don
John, Lucie Rochon,
Lana David, Annette
Matthew, Gloria
Larat, Gary Mercer,
Front:
LaVerne Edwards,
Jean James.

After eleven years, the Employment and Immigration Commission continues to offer Native Students the opportunity to develop employment skills by on-the-job training through its Native Internship Program (NIP).

Few can attest to the benefits of NIP as well as Wanda Galloway, a Metis of Micmac ancestry and one of 586 participants this past summer. Since her graduation from high school in the spring of 1983, Galloway has continued to apply for and work under NIP in St. John, New Brunswick. The 23 year-old has had experience in nearly every aspect of a Canada Employment Centre, working as a General Support Clerk, Enquiries and Reception Clerk, and more recently, a Transfers

Clerk in the Unemployment Insurance Unit.

Galloway graduated this past spring with a Bachelor of Arts degree in Sociology, and looks back on her summer job experience as an important complement to her university studies. NIP allowed Galloway to develop job skills during the summer and to finance nearly all of her education at the University of New Brunswick.

Without NIP, Galloway believes that her future may have been uncertain. She said, "My goal in life is now to be able to work directly with my Native people, as well as other disadvantaged minority groups." She is currently working full-time in the St. John's Canada Employment Centre, achieving her goal.



B.C./Yukon R.H.Q. - "I am thankful to have had a responsible position," says Kim Brooks, a 21-year-old Tlingit student at Simon Fraser University.

Selkirk CEC: More than meets the eye

"There's a lot more to a Canada Employment Centre than meets the eye", explained Vanessa Masters, one of four Native interns who worked this summer at the Selkirk CEC in Manitoba. Many Native interns, like Masters and her fellow interns Dina Cook, Monica Bruce and Sandra Whiteway, now have first hand knowledge of the variety of employment-related services offered at CECs across Canada through their on-the-job training in the Native Internship Program (NIP).

Masters, who worked in the Labour Exchange unit, received job orders from personnel managers and employers, which she would write up and then place on the Job Information Board.

At times, Masters says, writing up the job demanded imagination and creativity: "Try describing a position that requires, as one employer put it, "a strong back and a weak mind!" Besides receiving job orders, she received calls from the "Job Hot Line", a radio information service which informs listeners of available positions along with a phone number to call if interested.

Having worked the previous summer as a waitress, the 19-year-old Cree finds that her position this summer was a much more rewarding experience. "I felt that I was doing something worthwhile."

As a Reception and Enquiries Clerk, it was necessary for Dina Cook, a 19-year-old Plains Ojibway, to be aware of the many services the Selkirk CEC provides. "Much is involved in helping people look for jobs since situations vary from person to person" says Cook. "Some clients are job-ready, and I can simply direct them to the Job Information Board. Others need more help and I refer them to a counsellor." Cook's duties included helping people to fill out applications for Unemployment Insurance and Social Insurance Numbers accurately.

"I've become a pro at it", she adds.

In her job, Cook could also be found directing traffic, like the time when a new fast food chain needed an entire staff and hundreds of people showed up to be interviewed for positions.

Monica Bruce, a 19-year-old Metis student studying psychology, remembers that day well. While Cook directed the traffic of persons, Bruce as switch board operator directed the traffic of telephone calls. While her job was not usually so hectic, it did have some busy moments. "It can be a pressured job. I have to be sure of not only who is who in this office but who does what, and if they are available, and so on. But it does get easier in time."

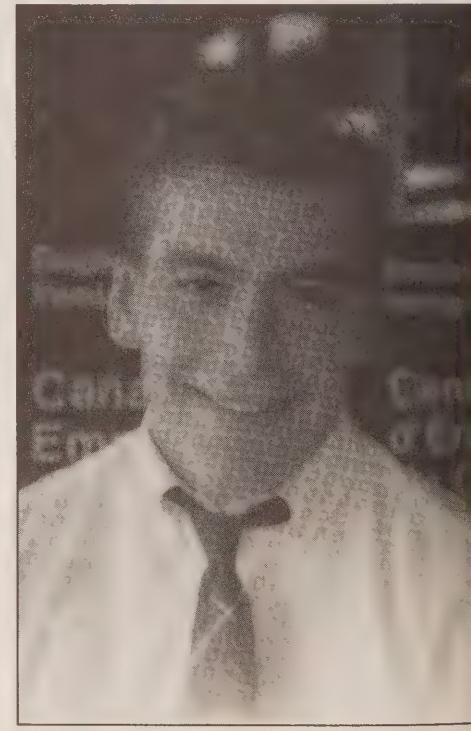
Working with the Programs Unit, Sandra Whiteway, a 21-year-old Metis, became very familiar with a series of programs known collectively as the Canadian Jobs Strategy. Since more and more Canadians are finding themselves in need of special skills and training to be marketable in the labour force, these programs offer the unemployed the opportunity to obtain on-the-job training in some cases, or the chance to go back to school in other cases.

In her job, Whiteway shared in the responsibility of documenting candidates who participated in various programs over the summer. She helped mature students sponsored by the Selkirk CEC register for courses, and also completed their attendance reports. For these and other duties she was trained to operate a computer.

The four interns, who have since become good friends, were missed at the Selkirk CEC when they returned to studies this fall. "They have been a big help to us... it's been a real pleasure", says George Plewes, a supervisor. "Every year the quality of the students seems to get better and better - more signs of good things happening in NIP".



Yellowknife, N.W.T. - Native Interns Christine Brewster (sitting) and Brenda Moreau, both of whom were employed at Yellowknife CEC this summer.



Vancouver, B.C. - Terry Sedgewick, a 24-year-old physical education student at UBC, worked as an assistant Native employment officer. "My job has been enjoyable and career-oriented, helping young Native people find employment".



Patricia Stirbys, Native Intern at NHQ.

Learning the ropes Ottawa/Hull at NHQ

For Patricia Stirbys, a first-time participant in the Native Internship Program (NIP), this summer has been especially rewarding.

"I had a great job this summer. As a Junior Secretariat Officer at National Headquarters, I wrote correspondence to clients on behalf of Employment and Immigration Canada (EIC). It was difficult sometimes, having entered into a new position with very little knowledge of what to expect. But over the summer, I learned more about EIC programs and discovered where and how to find information."

Having finished her second year in Sociology at the University of Ottawa, Stirbys has decided to change her program and enter into Business Administration. Her goal is to start a business of her own someday, but she would like to gain background in the field before making any decisions.

As a NIP intern, students are given the opportunity to make an important addition to their resumes. Stirbys has found an additional reward. In researching information about Native programs for a letter she was preparing, she unexpectedly learned more about her Native heritage. "While speaking to a programs consultant whose maiden name was the same as my mother's, I discovered that we were related." Stirby's mother, who lost contact with her family in childhood, is Plains Cree from Saskatchewan.

According to Stirbys, "The NIP program has helped open my eyes to many Native issues through contact with other Native interns. It has been an all-round learning experience for me."



Diane Gielis, seated with fellow counsellors Cheryl Beek and John Hilliar at the Saskatoon CEC.

Welcoming immigrants to Saskatoon.

SASKATOON (SASKATCHEWAN) - (Diane Gielis, a participant in the Native Internship Program, was employed this summer as a Support Clerk for the Adjustment Assistance Program (A.A.P.) at the Canada Employment Centre in Saskatoon. This year, the A.A.P. and other related programs have provided services for more than 12,000 refugees and immigrants adapting to a new life in Canada. In the letter printed below, Gielis, a second year law student at the University of Saskatchewan, describes her sometimes poignant summer experience. - Editor)

"Work under this program begins when we receive a telex informing us of the arrival of government-sponsored immigrant refugees classified as either a Convention Refugee as defined by the United Nations or a Designated Class of refugee as determined by the federal government. I prepare the paperwork for their files, book accommodation and notify the Open Door Society if a translator is needed (which is almost always).

"Just last week myself and a translator from Open Door picked up a Polish family of four from the airport. After welcoming them to Canada they are informed of where they will be taken and what will happen to them..."

"After collecting luggage and filing for lost luggage we take them to a hotel for the first night. The next day they are picked up by the interpreter from Open Door who brings them to the office for an orientation meeting where one of our two counsellors inform the new clients of the type and amount of assistance available to them for their first year in Canada.

"New clients are given loans (if needed for damage deposits and telephone installations), basic monthly living allowance, health coverage including some prescriptions, emergency dental care, occupational English classes and later assisted in finding employment. There is an enormous amount of paper work to be done in connection with providing the above services and more.

"As a result of the extensive services provided to clients who often speak little or no

English, we get to know the clients well and are confronted with varied and unusual circumstances... Although the counsellors are confronted with almost every conceivable personal, social and cultural problem possible - I've found that immigrant refugees, for the most part, are much more appreciative than any group I've worked with. I've received flowers from an appreciative client and am always being thanked many times over, whether or not I've done anything.

"I work with wonderful counsellors whose jobs are both impossible and frustrating at times, but who go out of their way to assist clients in their adjustment to Canadian society.

"Learning the backgrounds and life experience of the many clients coming from different countries and cultures was an invaluable experience. Many have been political prisoners with some having been shot and tortured in their home country... Some refugees have had no choice but to leave their friends and family when faced with the alternative of imprisonment and so on. Their problems and difficulties really hit home a few weeks ago when I was handed a telex which stated that a client who was scheduled to arrive in Canada would not be coming as he was killed in fighting... As I've learned from the counsellors, there are frustrations involved with employment in this section - you cannot always help or provide what's needed to the immigrant refugees.

"I've thoroughly enjoyed working with the counsellors, Cheryl and John, who have demonstrated infinite patience with both clients and inexperienced summer students. I've more than enjoyed working with immigrant refugees who have a lot to teach us in the process..."

"I sincerely hope that the Canada Employment Centre and Adjustment Assistance Program continue to provide an invaluable working experience to NIP students in the future... Sincerely, Diane Gielis.

"P.S. I just received an apple strudel from another appreciative client!"

A New Focus

Patrick Polchies, a third year photography student at the New Brunswick Craft School, put his skills to good use this summer in his position at Public Affairs, Fredericton.

Like other Native artists, Polchies has been exploring new forms of art and his position allowed him to do just that - not only did he practice photography, but he also assisted in producing videos, designing brochures and working with computer graphics.

Says Polchies, "Native artists should not feel restricted to traditional strict rules." As a Native who has lived on the reserve as well as in the city, Polchies brings an experience of both environments and a visual interpretation he hopes to express through the media of photography and video.

Polchies was one of ten Native interns in New Brunswick this summer and feels his experience was an excellent opportunity.

"I have been doing what I do best, and all have been interested in seeing me advance in a meaningful way."

Getting into the Act... in Dorval, Quebec.

When some 200 Panamanians requested refugee status this summer at Dorval International Airport, Native Intern Tony Nicolas was there. As an escort officer for the past two summers Nicolas' duties involved gathering preliminary information that would later be used in the refugee determination process.

"Escort Officers are expected to enforce the laws regulating who is or isn't permitted into Canada," explained Nicolas, "and so a day doesn't go by without some sort of action." The Immigration Act lists those who are not permitted in Canada such as unauthorized visitors, workers and students.

Since Nicolas' position required a thorough knowledge of Canada's Immigration Act and pertinent sections of the Criminal Code, he had special training which culminated in a written examination. After successful completion, he also had the authority to make arrests of those committing criminal offences such as drug trafficking.

Says Nicolas, "Because we must avoid questioning people indiscriminately, an Escort Officer needs a keen sense of judgement." Nicolas' duties increased from his previous summer. "It can be a tough job at times. There are some very intense moments, but I am never without the help of a Supervisor."

The summer has not been all work and no play for the 20-year-old Dene youth. Since his family's move from the Northwest Territories to Montreal in 1981, Tony has become an active member of the Native Friendship Centre. Earlier this year, he served on a panel with Georges Erasmus and others on a CBC radio broadcast on Native issues.

Nicolas was among 64 Native students who participated in the Native Internship Program this summer in Quebec. He plans to study psychology at Concordia University once his studies are completed at CEGEP Vanier.

Hitting the books for E.I.C. in Edmonton

After hitting the books at school, three Native Internship students started hitting the books this summer for the Finance Department of the Edmonton Regional EIC office. Diane Bear, Myrna Houle and Robert Plante all felt they had achieved personal success and valuable accounting experience from their summer NIP job.

Bear, thirty-six years old, had been out of school for more than a decade. She is now enrolled in a two-year accounting diploma program at Grant MacEwan Community College (GMCC) in Edmonton, and hopes to become a Certified General Accountant.

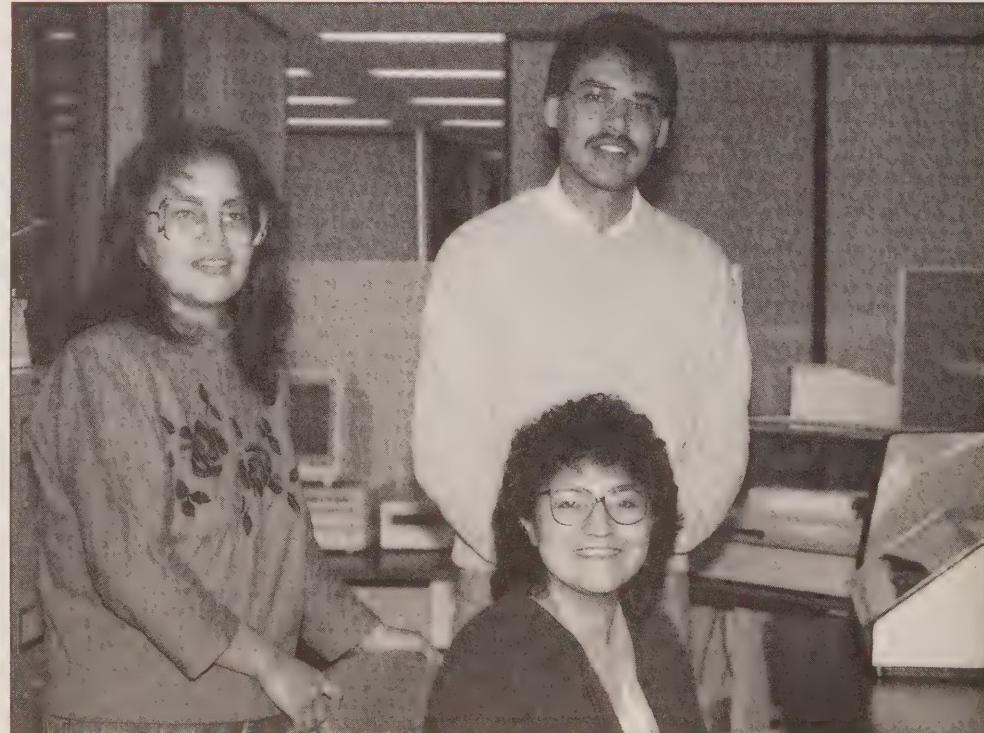
Said Bear, "Going back to school has already paid off. Before, I could never have applied for a position like this. Now, with my training I can get anywhere."

Robert Plante's aim is to be a Certified Management Accountant. Plante's NIP position as Quality Control Clerk was his first in accounting. Said Plante, "It helped me to be more aware of what accounting is all about." His duties included auditing various EIC projects, and making sure the terms of the project were followed.

Plante, who is also studying at GMCC, would like to work for an oil company after graduation.

Plante said of his summer experience, "Working for EIC gave me an opportunity to see the internal structure of this organization and how it works."

Myrna Houle, who had worked for NIP last summer found this year's experience even more rewarding than her first. This summer she was given more responsibility, advancing



Alberta Native Interns Diane Bear (Seated), Myrna Houle and Robert Plante.

from assistant cashier in finance to cashier in accounts receivable.

Said Houle, "Being a cashier comes with a lot of responsibility. You can't let things slide. If you fall behind, you have to work twice as hard to catch up."

Houle will graduate this year from the two-year Business Administration program. She is considering going back to her reserve, Goodfish Lake. Houle said, "I wouldn't mind going back and helping them with accounting in their business office."

五

Nouvelles formes d'art mises à contribution

Les livres de compétibilité ont remplacé les listes scolaires pour trois stagiaires autochtones qui ont travaillé avec Services Fimam- ciers du bureau régional d'EBC à Démotion. Diane Bear, Myrna Houlé et Robert Plante ont acquis une expérience importante en compa- bilité en plus de remporter un succès person- nel dans le cadre du PSA cet été.

Mme Bear, 36 ans, a quitté l'école depuis plus d'une décennie. Elle suit actuellement un cours de deux ans en comptabilité au collège communautaire Grant MacEwan d'Edmon- ton, cours meant à l'obtention d'un diplôme. Son retour à l'école devient compétible générale- ment. Mme Bear affirme: « Mon retour à l'école commence déjà à porter fruit. Au plaisir aussi, je n'aurais jamais pu posséder un emploi de ce genre. Maintenant, avec ma formation, plus de commerçant que de travailleur à temps partiel », dit-elle.

Le but de M. Robert Plante est de devenir comptable en management accédit (MA). Son premier poste en comptabilité a été celui de commis au contrôle de la qualité, poste qu'il a occupé dans le cadre du PSA. M. Plante a obtenu son poste dans le cadre de la qualité de la première fois. Ses fonctions comprennent à ce que les conditions du projet soit en mesure de faire partie de son diplôme.

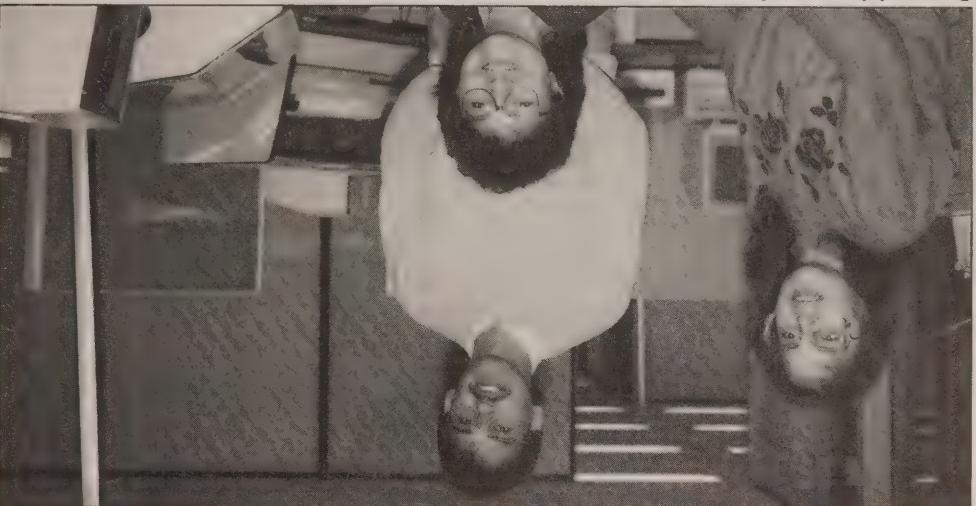
M. Plante, qui étudie également au CCGM, a également obtenu son diplôme.

Trois stagiaires du PSA sont passés de la théorie à la pratique

Le poste de caissier comporte beaucoup de aux compagnies d'épargne.

Mme Myriam Houlé, qui a participé au Pro-
gramme des stagiaires autochtones l'été der-
nier, trouve que son expérience de cette amme
nierre, trouve que son expérience de cette amme
est encore plus satisfaisante que celle de
l'année précédente. Cet été, on lui a confié
la responsabilité de préparer et de faire passer
une série de séminaires à la communauté autochtonne de Lévis.

Les stratégies autochtônes Diane Bear (assise), Myrna Houlé et Robert Plante.



Cet automne, quand elles sont retournées aux études, ces quatre stagiaires, qui sont dévouées au CEC de Sélestat, ont laissé un grand rideau des bonnes amies, ont laissé un grand rideau grand secours... „Elles nous ont été d'un grand secours... „Elles nous ont été d'un meilleur avec elles. Chaque année la qualité des étudiants semble s'améliorer - autre indice des bénéfices du Programme des stagiaires autochtones, d'après M. George Plewes, superviseur.

Dans l'exercice de ses fonctions, Mme Whiteway partageait la responsabilité d'offrir de la documentation aux candidats qui, au cours de l'éte, participaient aux divers programmes. Elle aidait les étudiants plus âgés à préparer des projets de recherche aux cours de Sékika ainsi qu'à présenter leurs rapports de cours, et a en outre rempli ces fonctions de façon très efficace aux cours. Pour pouvoir remplir ces obligations à ses fonctions de service d'un ordinariat.

Vancouver, C.-B. - Terry Seedgewick, étudiant de 24 ans, incarne l'éducation physique à T.U. C.-B., travaille en tant qu'assistant à un agent d'emploi des autochtones. « Ce fut un travail agréable, axé sur ma carrière, puisque j'aids de jeunes autochtones à trouver de l'emploi », déclare-t-il.



Yellownknife, T.-N. — Voici les stagiaires autorisées à l'automobile. Christiné Brewster (assise) et Brenda Moreau, toutes deux embauchées par le CEC de Yellowknife, cet été.



C'est moins simple que cela en a l'air
Au CEC de Selkirk,

Bureau régional C-B/Yukon - „Je me réjouis d'occuper un emploi compétent des res-ponsabilités“, affirme Kim Brooks, une étudiante d'origine Thingit âgée de 21 ans et qui étudie



Au printemps dernier, Mme Gallaway a obtenu un baccalauréat en arts en sociologie. Selon elle, l'expérience acquise dans le cadre des divers emplois d'a été à un complète-ment de ses études universitaires. Le PSA lui a permis d'acquérir des compétences progres-sivement au cours de l'être et de gagner suffi-samment d'argent pour financer ses étu-des supérieures à l'université du Nouveau-Brunswick.

Mme Gallaway est tout à fait convaincue que, sans le CSA, sonavenir aurait peut-être été incertain. "Mon objectif dans la vie est de travailler directement avec les autochtones et àavec les membres d'autres minorités et avec les déclarer-t-elle. Celle-ci occupe actuellement un emploi à plein temps au CEC de Saint-Jean, déclarer-t-elle. Celle-ci occupe actuellement un emploi à plein temps au CEC de Saint-Jean, ce qu'il lui permet de réaliser son objectif.

Après onze ans, Emploi et Immigration Canada continue à donner aux étudiants autochtones la possibilité de se perfectionner en leur offrant une formation en cours d'emploi dans le cadre de son Programme des stagiaires autochtones (PSA).

S'il est une personne bien placée pour témoi- gner des avantages du PSA, c'est bien Wanda Gallagher, une Métisse d'origine micmac qui a été démière, parmi les 386 participants au PSA compétitif organisé par l'Institut Nouveau-Brunswick. Cette jeune femme de 23 ans a fait un stage dans presque tous les services du CEC; elle y a travaillé comme com- ments et à la réception et, plus récemment, comme commis aux transferts dans le groupe mis de soutien général, commis aux renseigne- ments et à la réception et, plus récemment, comme commis aux transferts dans le groupe.

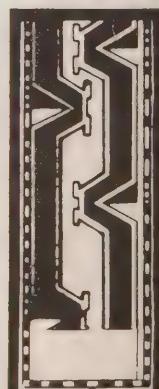
De gauche à droite : Cameron Jacobs, Debbie Tidie, Don John, Lucie Robchen, Linda Davi- Amnette Matheux, Gisèle Laré, Gary Mercier (en avance) LaVere Edwards, Jean James.



Le Programme des stagiaires 1988

autochtones, une tradition
qui se poursuit

SEE YOU!



CAI
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Employment and
Immigration Canada

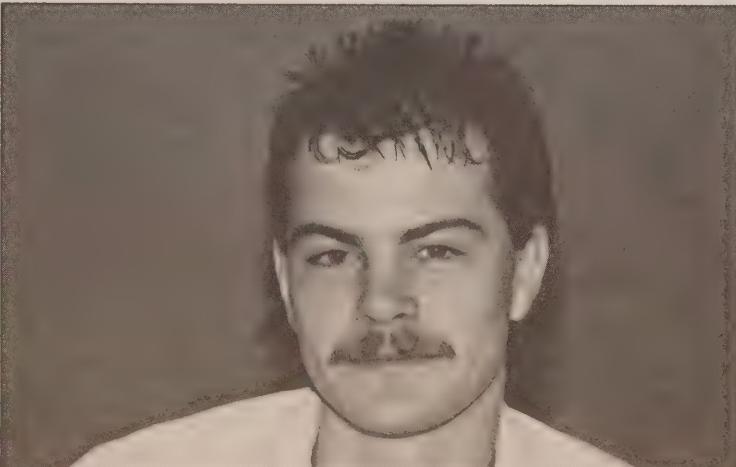
Emploi et
Immigration Canada

IMAGES

RETROSPECT Native Internship Program '86



*Juliette Saulteaux
NIP participant in the Saskatchewan Region*



*Dwayne Green
Second year student at Holland College, PEI*

Reflecting a strong performance, Aboriginal students are making their mark across Canada with the help of the Native Internship Program.

The Native Internship Program (NIP) provides summer employment opportunities for Aboriginal students within the various facets of the Employment and Immigration Commission (EIC).

Summer work experience is a key element of this dynamic program which in recent years has demonstrated a significant growth and success since its inception in 1977 when only 50 jobs were provided. In 1986 the program provided jobs for 546 Aboriginal students working to improve and develop their skills, self esteem and employability. Positions within NIP can range from regular clerical and secretarial work to junior officer positions. This summer there were four interns hired as Student NIP Coordinators. These are examples of the development of innovative and meaningful jobs to be undertaken by Aboriginal students.

The Commission recognizes the contribution this program has made to the operation of their offices and also allows CEC staff to appreciate the abilities and strength that Aboriginal students bring to their work, thereby increasing awareness of skills and talents so vital to the program. However, as an employer, the Commission not only provides a source of income and practical work experience, but reaps the benefits in work performance from the energies and enthusiasms of these keen students, sometimes referred to as "nippies". Given the challenging work experience and broader insight about the Commission, the managers and staff of the participating offices were very pleased to have been able to hire such a high calibre of students for the summer.

Aboriginal students collectively support the continued success of the Native Internship Program. The opportunities for social and economic growth has shown the overall benefits of NIP. This is an excellent program that will continue to play an important role for future generations of Aboriginal people.

Outstanding Performance for NIP Student



Eileen Powless

Alberta Region

At the Employment Development Branch in Edmonton, Alberta, Eileen Powless worked as an Assistant Project Officer during the summer months. Eileen's primary duty was to assist in the delivery of the Summer Employment/Experience Development program (SE/ED), which offers wage subsidies to employers who hire students for summer jobs. It was Eileen's responsibility to contact the applicants, process and amend the details of the contracts. After discussing the terms with employers, the application required managerial approval Eileen acknowledges the importance of her experience thus;

"The Native Internship Program has given me an opportunity to experience the internal functions of government and I appreciate the understanding I have gained".

Supervisor Richard Berthelsen was very impressed with Eileen's work and compliments on her performance. "Eileen is an integral part of our office. Her work serves as an example of why the Native Internship Program component of Challenge '86 is an excellent resource for the Commission both now and the future. Eileen has had a number of experiences which will definitely aid her future employability."

For 29-year-old Eileen Powless, there is no limit to her academic success. Upon completing a Bachelor of Science degree, Eileen entered Law school at the University of Saskatchewan and hopes to pursue a legal career in the future.

Interested in Gaining Some Work Experience?

The experience gained through applying to the Native Internship Program can be a benefit in itself. Students who submit an application/resume may have an opportunity to learn about the selection process in the Public Service.

On the basis of your application/resume, a screening board determines whether or not you have met the basic requirements. The basic requirements of NIP are the applicants must be of Aboriginal descent who are attending school. Other basic requirements include education, language, skills and experience that should be described clearly in a resume because those candidates that meet these basic requirements of the job are invited to an interview. During an interview, candidates are asked questions and evaluated on the rated requirements of the job which include knowledge, abilities and personal suitability. When the interview is over, reference checks and appraisals may be used to also assess candidates and the successful candidates usually obtain the highest rating.

A successful interview requires prepara-

tion and confidence. Many Aboriginal students approach a job interview with much the same feelings as they do when writing school exams. But don't despair, nervousness is shared by everyone who participates in a job interview for the first time; even experienced public servants are apprehensive about selection boards. However, before your interview, review the Statement of Qualifications for the position as all the interview questions, role plays and scenarios will be based on this document. Seek additional information by reading brochures or annual reports which describe the department's mandate.

Remember, your performance on a job interview is very important in securing that summer job you desire. Interested applicants must be Aboriginal (i.e. status Indian, non status Indian, Métis or Inuit), and must be intending to return to school the following year. The program operates between April 1 and September 15. For more information contact your local, Canada Employment Centre (CEC), or Canada Employment Centre on Campus (CEC-OC) for further information.

The NIP Line

- Employment and Immigration Canada has analyzed the recent job market and trends for the future which is now incorporated into a publication called *JOB FUTURES, An Occupational Outlook for 1992*. This book will be a valuable source of vocational guidance information for all students. Interested students can make further inquiries to a school counsellor or a local Canada Employment Centre.
- In the Montagnais community at the Employment Services Delivery Branch in the Quebec region, Native participant, Stephane Bacon worked on the production of a video and short information broadcast for Native women.
- Did you know that there are other summer job opportunities in line with Native Internship Program? Career Orientated Summer Experience Program (COSEP) is one of many summer job opportunities that are administered through the EIC. If you are interested, see your local Canada Employment Centre for applications and further details.
- Are you looking for a tip on resumes or job interviews? Look no further than your local Canada Employment Centre which offers free courses and booklets called *CREATIVE JOB SEARCH TECHNIQUES*.
- If your group or organization would like additional copies of *Images* write to Public Affairs, Employment and Immigration, Place du Portage Phase IV, 12th Floor, Ottawa-Hull K1A 0J9.

A Touch of Class within Immigration

Immigration



Marc Manatch and Clint Calder in front of examination area PIA2.

Meeting at a seminar gave Native interns Clint Calder and Marc Manatch an opportunity to exchange notes about their experiences in the Native Internship Program within the Immigration operation. Both students had interesting jobs in two of the major functions of the Immigration programs. Clint dealt mainly with the preliminary work for Canadian sponsors for immigrants wishing to come to Canada whereas, Marc worked at the arrival point for people entering the country whether they are immigrants, visitors or returning residents.

Clint worked at an inland CIC in Mississauga as an Immigration Counsellor. Clint had spent the majority of his time screening Canadian sponsors with interviews. An

enhanced notion to learn more about the Immigration operation inspired Clint to apply to the Native Internship Program. A first time "nipper", Clint was very impressed with the program. For Clint, an increased knowledge about the field of Immigration is a definite asset because he is currently studying Law at Osgoode Hall. Clint says, "The Native Internship Program is a stepping stone to future employment for Native people, my chance for employment significantly increases as my education and work experience increases."

Another perspective of Immigration takes place at Pearson's International Airport where Algonquin intern, Marc faced a lineup of immigrants waiting for approval to enter Canada. Marc worked as an Assistance Exam-

ination Officer. An important part of Marc's job was to examine credentials and verify work permits. This aspect of Immigration referred to as the "port of entry", allowed Marc to meet many different people and foreign students from all parts of the world. As a student himself, Marc plans to register in the fall to complete his final year studying Business Administration at Humber College in Toronto.

A review of Immigration Act, keen sense of responsibility and the ability to learn more helped Clint and Marc to understand the operations of Immigration. Overall, the Native Internship Program gave them greater confidence and monetary compensation.

An Experience for Diplomatic NIPPER

The Native Internship Program provided 37 Aboriginal students with practical work experience at various Canada Employment Centres in the Nova Scotia region. In Glace Bay, Darren Googoo was employed at the Canada Employment Centre as a Claims Preparation Clerk. During a typical day, Darren would carefully prepare and verify unemployment insurance claims. An important part of Darren's job was to ensure that the information was correct because any errors could delay the process. Darren also handled and matched incoming and outgoing mail. By answering telephone enquiries, Darren practised his interpersonal skills. Darren's supervisor, Barbara MacMullin finds Darren a very good worker and communicator. Darren feels,

"The ability to communicate effectively is important because people are part of our lives and I really enjoy working and dealing with other people."

Dealing with other people is the name of the game for Darren who is a first year Political Science student at the University College of Cape Breton. Last February, Darren attended a model United Nations Conference in Toronto to gain further insight about the political arena of other countries. A bit of a diplomat, Darren hopes to work in the field of politics in the future, "Maybe I'll become Canada's first Native Ambassador!" notes Darren with great enthusiasm.

A Micmac from the Membertou reserve, Darren expresses a deep concern for the high unemployment rate among Native people but believes the future looks brighter through higher education and work experience.

Young Aboriginal Students at Work

A chance to learn about the world of work and earn extra money are top priorities for two Native participants working as Reception and Enquiries Clerks at two Canada Employment Centres in the Northwest Territories. After completing their high school exams, Brenda Moreau and Ian Todd applied to the Native Internship Program. Their summer has been filled performing clerical duties as well as learning new skills in their jobs.

Responding to the services of the Canada Employment Centre in Rankin Inlet, Ian conducted employer visits. An Inuit from Rankin Inlet, Ian's experience helped him to feel more independent because he could make his own purchases. Ian says,

"With the money I earn I can buy trendy clothes."

Choices for NIP Students

WHITEHORSE (YUKON) — Helping clients find suitable employment is an important aspect of a Selection and Referral Officer, ask Norma Johnstone. Norma was hired this summer under the Native Internship Program at the Canada Employment Centre. On the job, Norma also learned about the many programs and services that are available through the EIC which satisfy the needs of today's work force.

A service to satisfy students' needs is CHOICES which attempts to do exactly what the name indicates — provides its users with enough information so that a career can be chosen or decided upon. By inputting personal needs and desires, it suggests occupations which will match them. As a user of CHOICES, Norma returns to Camsun College in Victoria, British Columbia to study Criminology. CHOICES is an easy to use computerized career exploration system located in 54 employment centres across Canada. Norma's advice, "CHOICES should be used by more Native students to help them become more aware of different careers that are available."



Shelly Pelletier and Reina Sinclair, cheerful smiles from Saskatchewan Region

Profile of a NIP Student and Work Experience

What is the social economic profile for natives in a community such as Campbell's Bay? Native intern, Michel Laporte conducted a unique research to study the factors contributing to non-employability of natives for the Pontiac Region at the Canada Employment Centre in Campbell's Bay, Québec.

Many people believe that the Canada Employment Centre deals only with unemployment insurance claims; however, there are

many programs and services which the Canada Employment Centre offers. In Michel's community, a lack of information and schooling discourages many natives trying to find employment. Informing the Métis population about the Canada Employment Centre is the best way to alleviate the misconceptions. Being Métis himself, Michel devoted much of his time exploring job opportunities for the Métis population. By approaching local employers and services such as the local and regional Native Alliance of Quebec, Michel collected relevant data to establish a profile of clients and workers. Michel believes, "Employers are the ones that hire so if we know their viewpoint then we can work our services to suit their needs as well as the needs of the native workforce. In a high percentage of cases, additional schooling would be required, upgrading their skills is another possibility as well as on the job training."

Michel feels proud of his accomplishments in NIP and would be the most memorable of all summer jobs in the past. Overall, Michel was immensely motivated by meeting people, supervising other students and gaining experience in his field of Social Science. Michel describes his experience thus;

"The experience I have gained in this job is good for wherever I seek future employment in my own community or elsewhere. I have had the opportunity to grasp the knowledge and now I hope I can give something in return someday."

For 17-year-old Brenda, she learned how to operate the telex which is major communication tool in her community at the Canada Employment Centre in Fort Simpson. After Brenda's experience in NIP, Brenda looks forward to graduating and attending post secondary education and notes with optimism,

"I have learned a lot and I want to save my money for school in order to further my education plans".

The success of the Native Internship Program can be measured by the calibre of these two young Aboriginal students. Brenda and Ian had an opportunity to understand the various activities of the Commission and both have high regards for the program.

Summer Work Experience at National Headquarters

In conjunction with academic studies, Aboriginal students utilize a vast amount of information. However, this age of "information explosion" manifests all institutions. At National Headquarters in Ottawa-Hull, two students had an opportunity to gain experience in handling the flow of information in different areas of the Employment and Immigration Commission.

Sandra Chabot, a 23-year-old Algonquin Indian from the River Desert Band near Maniwaki, Quebec, worked as a library clerk in the EIC library. Sandra's main duties included filing, recording, and updating an enormous amount of data. The library recently purchased an AES wordprocessor to make book labels and a variety of indexes. "I was able to practise and learn more about the AES wordprocessor which is very efficient and fun to operate," says Sandra. Besides gaining technical experience, Sandra had experience with helping people at the circulation desk.

Sandra appreciates the valuable work experience in refining her organizational and interpersonal skills. In addition, Sandra has learned new research methods acquired in her summer job that will help Sandra find the information she needs to complete an undergraduate degree in Social Sciences at the University of Ottawa.

In a similar environment, Greg Reisers' job brings together a whole range of interest as an Enquiries and Distribution Clerk with the Public Affairs division. A pleasant personality both on the telephone and in person is essential as Greg receives enquiries from the private and public sector for a variety of publications which he arranges to distribute. He was pleased to be able to demonstrate his ability to plan, prepare and communicate effectively. Of special interest to Greg was the news monitoring. Greg states, "We receive newspapers from all across Canada and it is my job to read and choose articles for the Minister which pertain to EIC such as Youth, Employment and Immigration." This has been a new experience for Greg who has completed a Business Administration diploma and enters the University of Ottawa to study Commerce this fall.

The Native Internship Program gave Sandra and Greg hands on experience in collecting and handling various forms of information within the EIC. Sandra and Greg were two out of eleven Native students hired at National Headquarters under the Native Internship Program.



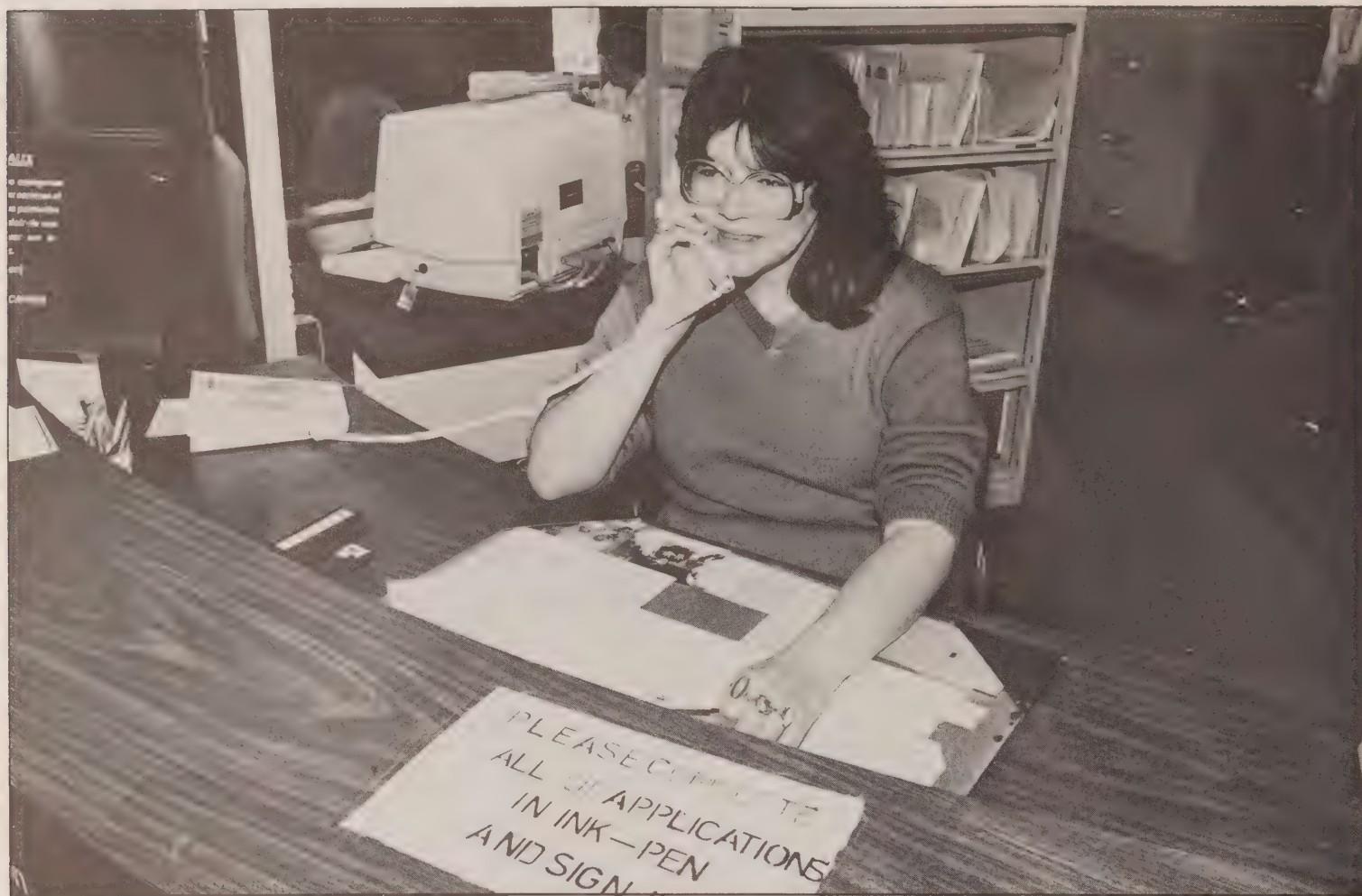
Barb Carpenter Editor, Images Retrospect 1986

Dear Readers

I am an Ojibway Indian from the Lac Seul Band in Northwestern Ontario. Submitting an application for the Native Internship Program (NIP) was the right move because I was hired as Editor for this year's issue. I feel a publication of this nature can address the combined importance of an education and work experience for Aboriginal students. I talked to many NIP participants across Canada and it was very inspirational to hear of their successful performances in their work. I found my personal experience to be very challenging and rewarding which I believe is equally shared amongst other "nippers".

Today, Aboriginal people are exploring opportunities and facing similar endeavors. In anticipation of self autonomy, we must prepare to meet the challenges that will inevitably confront us. NIP provides an excellent opportunity for Aboriginal students to strengthen personal growth and professional ethics by providing practical work experience during the summer months in various facets of the Employment and Immigration Commission. For many Native interns, working with automated office equipment is a means of acquiring an innovative skill. Skills acquired in this program lend themselves well to work performed in the private sector while many Aboriginal students can find ongoing employment within the Commission at the conclusion of their studies.

We are faced with a continuing and steady progress of change in our communities and work environment. This progress of change should be viewed as a positive means of acquiring knowledge. This year marks the third annual edition of Images which highlights the experiences of participants. I hope this issue will provide knowledge on the benefits of work experience towards career development as well as promote utilization of the Native Internship Program.



Patti Johnson, former NIP participant, now at Halifax South CEC.

Successful Achievements

The success of the Native Internship Program is measured and best described by those Aboriginal students who were past participants. Two students have graduated from the University of British Columbia (UBC) and another has found ongoing employment within EIC. This is one of the means by which Aboriginal students can access their participation in the future labour market whether meaningful employment is found in their communities or the Public Service.

Charlene Taylor is the first Native person in British Columbia to become a Chartered Accountant. She graduated from the UBC with honours degree in Business Administration and is now completing her articling at Yada, Tompkins, Humphries, Palmer Company. Prior to obtaining this distinction she worked as a financial officer in 1980-81 at the Regional EIC in Vancouver. During her experience, Charlene had utilized some management skills as well as theoretical application and practical work experience on the job. Her accomplishments exemplifies the increasing involvement Aboriginal people are taking in the business community. Charlene remarks, "it's an interesting occupation but it takes a lot of discipline and hard work".

Bernard Charles, Chief at Semiahmoo, B.C. is an articled student who will practise Law with Aboriginal people. Bernard is articling with a Vancouver firm of Mandell, Pinder and Ostrove at the office of Union of BC Chiefs. While studying Law at the UBC, Bernard was employed through NIP, with the Immigration Division. Bernard believes that, "Aboriginal students can benefit greatly from the work experience opportunities which NIP provides and the program is the most successful of its kind and should not only continue, but perhaps be expanded to other federal departments".

On the eastern coast, when Patti Johnson walked through the doors of the CEC four years ago, she had no idea what to expect. Today, the Bangor-born Native has a permanent job as Reception Enquiries Clerk at the Halifax South CEC and is convinced she couldn't have done it without NIP. Now Patti handles her reception and dispatch duties with confidence, and is involved in training other Native interns who are following her footsteps. Patti adds, "NIP was such a positive experience for me, it's interesting being on the other side of the fence. When I was in the program I was given a lot of opportunity to try different jobs.

I also got a lot of help and support from the people I work with. I'd like to be able to pass some of that along."

CREDITS

EDITOR: Barb Carpenter
LAYOUT: Ken Whitfield

Images is an annual national newsletter produced at National Headquarters. Without the aid of many people, this edition would have been difficult to fulfill. I wish to extend special thanks to: Phil Godon, Gina Simon, John Strome, Joe Bates, Jim Smith, Audrey Greyeyes, Betty Lidington, Judy Bertrand, Sylvia Rosenes, Marion Morrison, Public Affairs staff, Carol Chapman, Ron Crowe, Paul Clairmont, Bill Sault, George Shingoose, Cheryl Arcand-Kootenay, Theresa Jefferies, all those nippers. MEEGWETCH (means thanks in Ojibway).

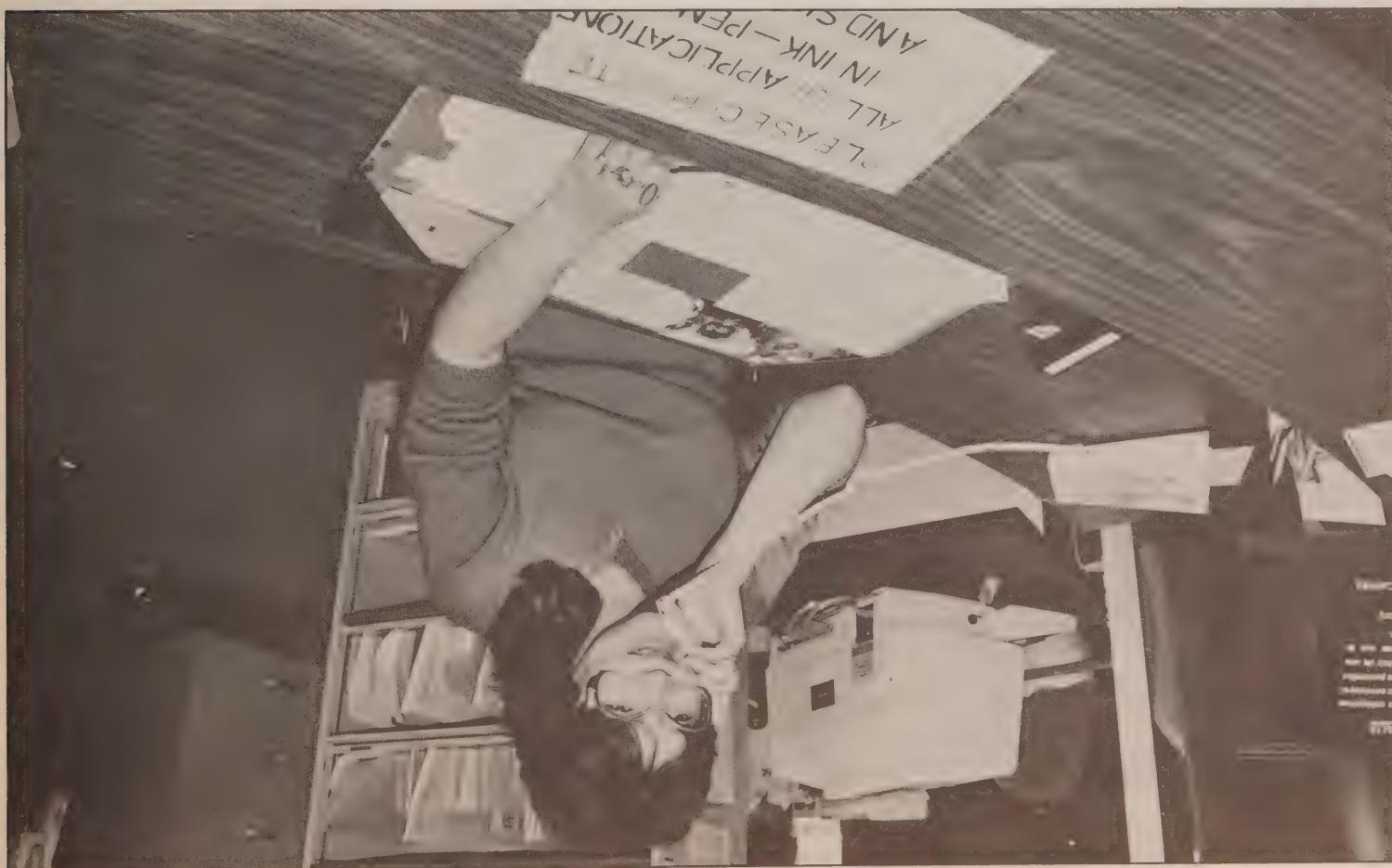
M. Bernard Charles, chef à Semiahmo en Colombie-Britannique, se destine à exercer de droit aux apurés des autochtones. Il fait actuellement un stage au cabinet d'avocats Mandell, Pindler et Ostrove de Vancouver et travaille à ce titre au bureau du Union of British Columbia Chiefs. Durant ses études en droit à l'Université de la Colombie-Britannique, il a travaillé au Programme d'immigration en vertu du PSA. « Les étudiants autochtones peuvent profiter grandement des débouches qu'il leur soit offerts grâce au PSA qui est le meilleur programme en son genre. Non seulement il convient de faire de l'autochtone une personne compétente dans son domaine, mais il devrait être permis à l'autochtone de faire partie de la communauté autochtone aux autres ministères », déclare M. Charles.

Les témoins les plus éloquents du succès du Programme des stagiaires autochtones sont les anciens participants. En effet, deux d'entre eux ont reçu un diplôme de l'Université de la Colombie-Britannique et un autre a obtenu un emploi permanent à EBC. Le PSA est un des moyens par lesquels les étudiants autochtones peuvent obtenir un emploi intéressant, soit dans leur collectivité, soit à la Fonction publique.

Ni une Charlene Taylor est la première experte-comparabile au Québec de la Colombie-Britannique. Elle a obtenu un diplôme avec honneurs, et Palmer. Avant d'obtenir ce poste, elle travaillait, en 1980-1981, comme agent financier au bureau régional D'EBC à Vancouver. Dans ses emplois précédents, elle avait fait de la gestion, avait mis en pratique des théories et avait eu l'occasion d'acquérir des connaissances qui lui ont été utiles dans le monde des affaires.

Selon Mme Taylor, « c'est une profession intéressante qui exige une très bonne discipline métiers. Les personnes qui réussissent le mieux sont celles qui ont une grande volonté de travailler ». Selon Mme Taylor, « c'est une profession intéressante qui exige une très bonne discipline métiers. Les personnes qui réussissent le mieux sont celles qui ont une grande volonté de travailler ».

Parti Johnson, ancienne participante du PSA. Elle travaille présentement au CEC d'Halifax-sud.



Realisations

Par l'étude de la Loi sur l'immigration
et grâce à leur sens développé des responsabilités ainsi qu'à leur désir et leur capacité d'apprendre, M.M. Calder et Manatch se sont imités aux formalités d'immigration. Le Programe leur a donné une plus grande coninance en eux et leur a permis de se procurer l'argent.

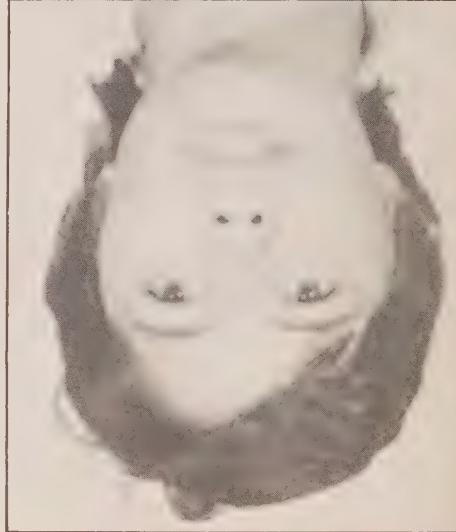
Marc Manatch et Clint Calder se trouvent devant l'aire d'examen PLA2.



Des étudiants de première classe au sein du service d'immigration

Rendement exceptionnel d'une étudiante inscrite au PSA

Eileen Powless Région de l'Alberta



Meilleen Powless travaille, durant l'été, comme agent de projet adjoint à la Direction générale du développement de l'emploi à Edmonton en Alberta. Ses fonctions primaient la composition d'un comité consistant à participer à l'exécution des subventions soit octroyées aux employeurs qui embauchent des étudiants pour l'été. Meilleen Powless était chargée de communiquer avec les demandeurs, de traiter les demandes et de modifier les clauses des contrats. Elle était en contact avec les employeurs pour discuter des conditions avancées par les cardes. Elle remande ne soit approuvée par les cardes. Elle n'a pas l'expérience de l'entreprise qu'elle

Choix est Offert aux Étudiants Qui

Participent au PSA

WHIETHORSE (YUKON) — Aider les clients à trouver un emploi qui leur convient est un aspect important du travail de l'Agence de sélection et de placement. Il donne aux utilisateurs une information suffisante sur les critères pour qu'ils puissent faire un choix. Ainsi, les services se nomme CHOIX.

Diplomate
pour un nou
professionnel
De l'expérien

Les relations entre M. Google et les importants universités canadiennes démontrent à quel point l'avenir de l'enseignement supérieur est étroitement lié au succès des nouvelles technologies. Les deux partenaires ont mis en place un partenariat stratégique pour développer la recherche et l'enseignement dans les domaines de l'information et de la communication. Ils ont également collaboré pour créer une plateforme de recherche et d'éducation en ligne qui permet aux étudiants et aux chercheurs de tous les horizons d'accéder à des ressources et à des connaissances uniques.

l'enseignement supérieur et
professionnelle.

- Emplois et Immigration Canada a recemment fait une analyse du marché du travail et des tendances pour l'avenir et a produit une publication intitulée **EMPLOI - AVENIR, perspectives d'emploi pour 1992**. Cet ouvrage est une source d'information très utile pour l'orientation professionnelle de tous les étudiants. Ceux qui désirent le consulter peuvent se renseigner auprès de leur conseiller pédagogique ou d'un Centre d'Emploi du Canada.
- M. Stéphane Bacon, de la communauté des Montagnais de la région du Québec, a travaillé à la réalisation d'un guide sur la formation génératrice des services d'emplois. Il existe d'autres emplois d'être au genre offreurs par le Programme Saviez-vous qu'il existe d'autres emplois d'être au genre offreurs par le Programme des stagiaires autochtones. Le Programme d'emplois d'être axes sur la carrière (PEAAC) est l'une des nombreuses initiatives gérées par EIC. Pour obtenir de l'information et soumettre une demande, il suffit de s'adresser au Centre d'emploi du Canada de sa localité.
- Deux qui détiennent des conseils sur la réadaptation d'un curriculum vitae ou la façon de se comporter à une entrevue d'emploi n'ont qu'à faire une demande au Centre d'Emploi du Canada de leur localité qui offre des cours gratuits et distribue des brochures sur la **MÉTHODE DYNAMIQUE DE RECHERCHE D'EMPLOI**.
- Les groupes ou organisations qui désirent recevoir des exemplaires supplémentaires d'images, peuvent se les procurer aux Affaires publiques, Emploi et Immigration Canada, Place du Portage, Phase IV, 12e étage, Ottawa-Hull, K1A 0J9.

Shelby Pelletier et Reina Simclair, de beaux sourires de la Région de la Saskatchewan.



WHITEHORSE (YUKON) — Aider les clients à trouver un emploi qui leur convient est un aspect important du travail de l'agent de sélection et de placement. Il suffit de démontrer à une personne qu'il a des compétences et des qualités qui correspondent à un poste dans le secteur public ou privé. Cela peut être fait par l'intermédiaire d'un entretien d'embauche, d'un entretien d'admission ou d'un entretien d'admission. Lorsque l'agent de sélection a terminé l'entretien, il doit établir une liste de personnes qui sont intéressées par le poste et qui ont les qualifications nécessaires pour ce poste.

- M. Séphane Bacon, de la communauté des Montagnais de la région du Québec, a travaillé à la réalisation d'un vidéo et d'un court bulletin d'information pour les jemmes autochtones à la Direction générale des services d'emplois.
- Saviez-vous qu'il existe d'autres emplois d'être offreurs par le Programme des stages autochtones. Le Programme d'emplois d'être axes sur la carrière (PEAC) est l'une des nombreuses initiatives gérées par EIC. Pour obtenir de l'information et soumettre une demande, il suffit de s'adresser au Centre d'emploi du Canada de sa localité.

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d'images, peuvent se les procurer aux Affaires publiques, Emploi et Immigration Canada, Place du Portage, Phase IV, 12^e étage, Ottawa-Hull, K1A 0J9.

Profil d'un étudiant inscrit au programme des stagiaires autochtones et expérience l'administration centrale

Le programme des stagiaires autochtones a donc à ces deux personnes l'occasion d'accueillir de l'expérience pratique dans la collecte et le traitement de diverses formes d'informations au sein d'un milieu très spécifique : l'école secondaire. Elles faciliteront partie des onze étudiants autochtones qui ont travaillé à l'Administration centrale en vertu du Programme des stagiaires autochtones.

Travaillant jusqu'à l'Administration centrale, M. Georges Bélier a exercé diverses fonctions de commis aux renseignements et à la diffusion à la Direction générale des affaires publiques. Il devait se montrer affable au téléphone comme au comptoir des renseignements publics, occupant de la distribution. Il est heureux d'avoir eu l'occasion de montrer son aptitude à organiser son travail à bien communiquer à ses collègues. « Le Ministre régulièremment au réveil des nouvelles. » Les articles sur la jeunesse, de plusieurs villes du Canada et de diverses provinces, ont suscité un intérêt évident au ministre. Cet emploi d'être à une nouvelle expérience pour le stagiaire qui a obtenu un diplôme en administration et qui a été nommé au poste de secrétaire au ministre. Ses articles sur la jeunesse, de plusieurs villes du Canada et de diverses provinces, ont suscité un intérêt évident au ministre. Ces articles sur la jeunesse, de plusieurs villes du Canada et de diverses provinces, ont suscité un intérêt évident au ministre. Ces articles sur la jeunesse, de plusieurs villes du Canada et de diverses provinces, ont suscité un intérêt évident au ministre.

terminer son baccalauréat en sciences sociales à l'Université d'Ottawa.

Meilleure son sens des besoins et de l'organisation et de ses relations interpersonnelles. Elle a également appris à dénicher les méthodes de recherche qui l'aide à obtenir les données qu'il faut pour améliorer son travail.

Me Sandra Chabot, une Alsogardienne d'origine polonaise, a étudié à l'Université de Montréal et a obtenu un diplôme en sciences humaines et en psychologie. Elle a également obtenu une certification en thérapie cognitivo-comportementale et en thérapie systémique. Ses intérêts se sont ensuite tournés vers la bibliothéconomie et l'informatique. Depuis 2005, elle travaille au Département des services aux étudiants de l'Université de Montréal, où elle gère les bases de données et les systèmes d'information pour les étudiants internationaux. Ses principales responsabilités incluent la gestion des inscriptions internationales, la coordination des séminaires et conférences internationales, et la supervision du programme d'échange international. Elle a également participé à la mise en place d'un nouveau système de gestion des étudiants internationaux, qui a été bien accueilli par les étudiants et le personnel administratif.

À l'issue de ces études, les étudiants autochtones ont déposé un très grand nombre de demandes. A l'exception de l'Institut des sciences humaines d'Ottawa-Hull, deux établissements sont touchés. À l'Administration centrale d'Ottawa-Hull, deux étudiants bénéficient d'un programme d'aide à la réussite scolaire qui leur offre une occasion de se familiariser avec les programmes et les services de l'université. Les autres étudiants bénéficient d'une aide financière pour les frais de scolarité et d'enseignement.

de l'expérience professionnelle ?

L'expérience acquise par la présentation d'une demande de participation au Programme des stratégies autochtones est un avantage en soi. Les étudiants qui soumettent une demande ou un curriculum vitae ont l'occasion de se renseigner sur le processus de sélection dans la fonction publique.

Un comité de sélection étudie les demandes et les curriculum vitae et détermine qui peuvent être d'origine autochtone et répondent aux conditions fondamentales, à un établissement scolaire. Parmi les autres savoir être d'origine autochtone et répondre à des critères d'admission fondamentaux, à savoir être d'origine autochtone et répondre aux conditions fondamentales, à un établissement scolaire. Parmi les autres

conditions, mentionnons le niveau d'études, les langues parlées, les compétences et l'expérience. Tous ces aspects doivent être décrits clairement dans le curriculum vitae. Les candidats qui répondent à ces conditions sont éligibles. Après l'évaluation, les références sont évaluées. À une entrée, les qualités personnalisaient servir à la sélection des candidats. L'ensemble obtenu peut être la plus élevée.

Beaucoup de gens croient que le Centre d'Emploi du Canada ne s'occupe que des demandes de prestations d'assurance-chômage. En réalité, il offre également des services de formations d'assurance-chômage. Dans la mesure où les programmes et services locaux de M. Laporte, le centre de services communautaires d'Innopolis, sont en effet dévolus pour les Métis. Il a communiqué plusieurs fois à ses employeurs et les organisations locales de service avec les employeurs et les organismes de service. Les deux derniers ont été renseignés sur les plus clairs de son temps à se consacrer à l'immigration. Lui-même Métis, M. Laporte a dévoilé une vision de la population métisse qui est d'insérer la population dans la société canadienne. Les fausses idées sont d'insérer la population citoyenne. La meilleure façon de supprimer les emplois disponibles d'un grand nombre de ces personnes, notamment les femmes, est de diminuer la migration et un bas niveau de sécurité sociale.

Quel est le profil socioéconomique des autochtones d'une localité comme Campbell's Bay? Stagiaire autochtone, M. Michel Laporte a réalisé une étude unique au Canada de l'emploi dans la baie de Campbell's Bay, Québec, sur les facteurs qui contribuent au taux élevé de chômage chez les autochtones de la région du Saguenay-Lac-Saint-Jean.

professionelle

autocithones et expérience

Programme des stagiaires

Profil d'un étudiant inscrit au

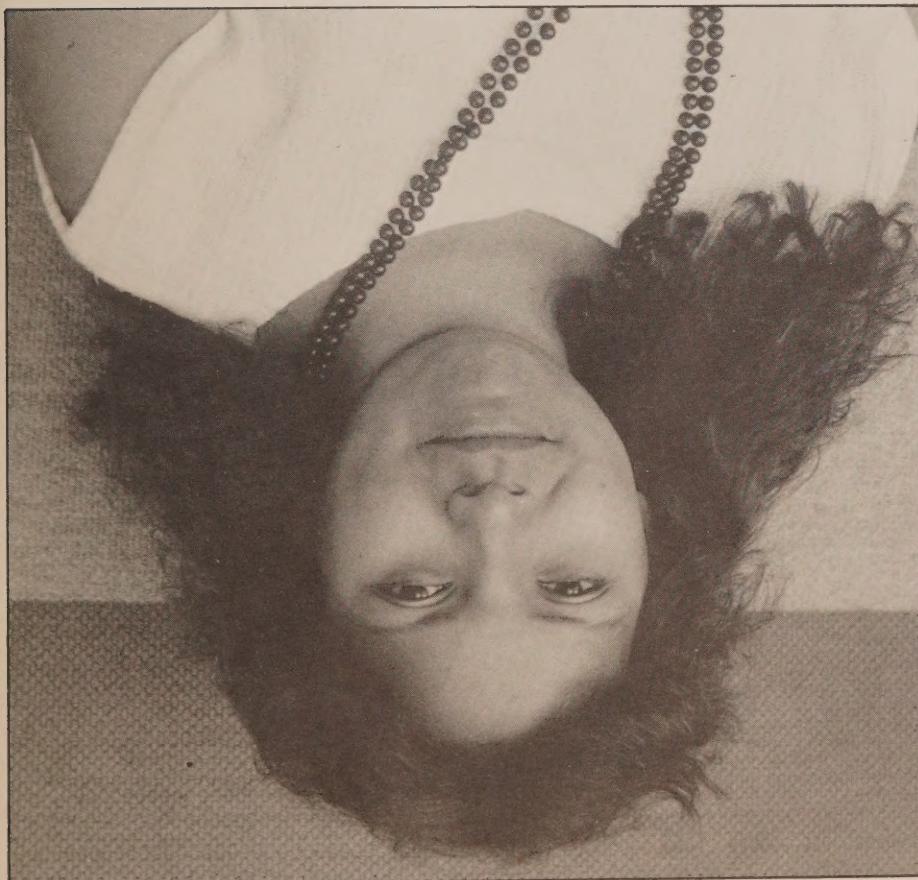
Nos communautés, et nos milieux de travail évoluent constam-
ment et il faut voir dans ces progrès l'occasion de parfaire ces con-
naissances. Pour la troisième année parmi les ces con-
tribue des participants. J'espere que ce numéro nous renseignera sur
l'utilité du PSA en tant qu'instrument de développement sur
nous et favorisera un plus grand recours au programme.

« recrues ». Aujourd’hui, les autochtones cherchent des possibilités et peuvent s’engager dans des initiatives semblables. En vue d’assurer notre autonomie, nous devons nous préparer à relever les défis qui me manquent pas de se présenter. En donnant aux étudiants quelques occasions l’occasion de travailler l’être dans les différents services autochtones l’occurrence de l’immigration Canada, le PSA leur offre d’accelerées possibilites d’acquérir de l’expérience et de se sorgier une coniscience prosoessiionnelle. Ainsi, bien des stagiaires ont eu la chance de se familiariser avec du matériel de bureau automatisé et par là, acquérir un rit des connaissances nouvelles. Les connaissances acquises grâce au programme leur serviront pour obtenir du travail dans le secteur privé alors que de nombreux étudiants ont obtenu un emploi permanent à la Commission à la fin de leurs études.

Je suis une Qjibway du Lac Seul dans le nord-ouest de l'Ontario. J'ai été très bien inspirée quand j'ai soumis une demande de participation au Programme d'autochtones autochtones, car j'ai été embauchée à titre de rédactrice pour le numéro de cette année. Cette publication donne aux étudiants autochtones l'occasion d'aller étudier et d'expérimenter les cultures autochtones. J'ai eu l'occasion de parler à bon nombre de participants au Programme partout au Canada et j'ai été ravie de les entendre raconter leurs réussites professionnelles. Pour ma part, j'ai le sentiment d'avoir relevé un défi et j'en éprouve une grande satisfaction, lorsque elle est partagée, je crois, par les autres.

Chers Lecteurs

Barb Carpenter, *Editeur, Images retrospective 1986*



La réussite du programme des stagiaires autochtones se mesure à la compétence de ces élèves autochtones. Brenda et Ian ont eu l'occasion de s'impliquer aux diverses activités de la Commission et ils ont beaucoup de bien à dire du programme.

« J'ai beaucoup appris et je veux économiiser pour poursuivre mes études », dit-elle d'un ton optimiste.

Brenda est à l'âge de 17 ans. Elle a appris à se servir d'un appareil télé qui est le printemps à la fin de l'année dernière. Brenda a été éduquée dans une institution d'enseignement secondaire. Ses études secondaires ont été terminées au Centre de formation professionnelle de la ville de Québec. Après sa participation au PSCA, Brenda a été admise à l'Université de Montréal pour étudier les sciences politiques et la psychologie. Elle a obtenu son diplôme en 2010 et a obtenu un poste de conseillère en développement social au ministère de l'Éducation du Québec.

« Avec l'argent que j'ai gagné, je pourrai acheter des éléments à la mode », a-t-il déclaré.

Chargé d'offrir les services du Centre des compétences.

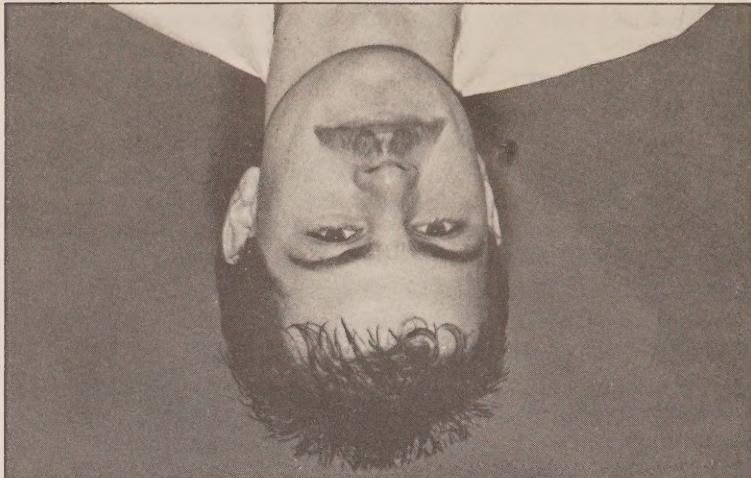
d'emploi du Canada de Rankin Inlet, I'an a rendu visite aux employeurs. Lui-même l'unité est devenu plus indépendant car il peut maintenir assumer ses propres frais.

L'occasion de se "mettre au monde du travail et de gagner un peu d'argent sont les grandes priorités de deux stagiaires autochtones qui ont travaillé comme comis à la réception aux renseignements dans les centres d'emploi du Canada des Territoires-du-Nord-Ouest. Après leurs études fin d'études secondaires, Brenda Moreau et Jean Todd ont fait une demande de participation au Pro-gramme des stagiaires autochtones. Leur été à été bien rempli : ils ont exercé les fonctions de commis aux écritures et ont acquis de nou-

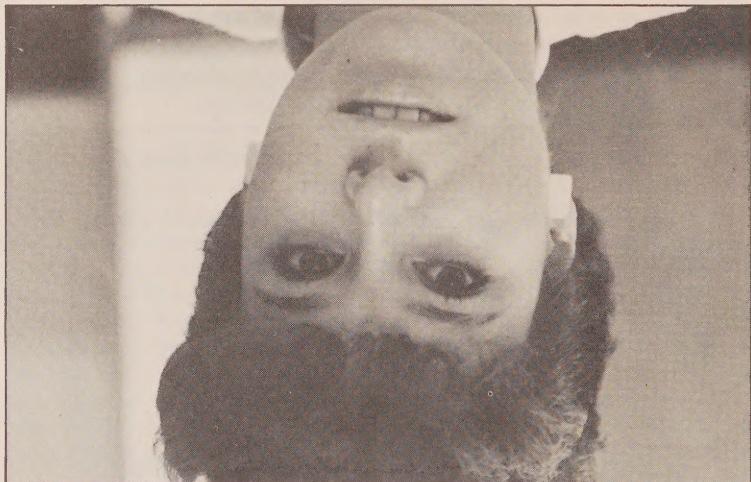
jeunes étudiants autochtones au travail

de l'enthousiasme et de l'énergie de ces étudiants partout qualifiés de « reçus ». En rai- son des partenariats stimulante offerte par le programme et de la meilleure perspective de l'expérience de travail stimulante offerte à la Commission du travail, les estimations et le personnel des bureaux ou ont travaillé les étudiants se sont dit très heureux d'avoir été portées. Les étudiants autochtones dans l'en- semble expérimentent que le Programme va contribuer de manière significative au succès. Il est pour eux un excellent moyen d'intégration sociale et professionnelle et va jouer encore un rôle important dans leur avenir.

Dwayne Green
Etudiant de deuxième année au "Holland College", I.T.P.E.

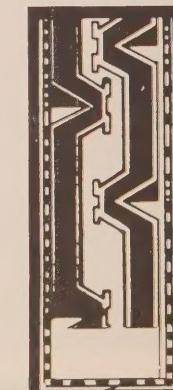


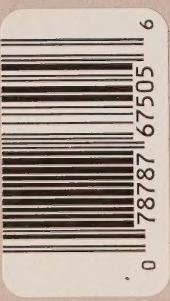
*Juliette Saulteaux
PSA participant dans la région de la Saskatchewan*



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